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ABSTRACT

This volume provides comparative data for faculty salaries in public and private colleges, based on an annual survey of over 700 colleges and universities. Data cover the following 15 disciplines: accounting, agribusiness and agricultural production, anthropology, architecture and environmental design, area and ethnic studies, audiology and speech pathology, business administration and management, business and management, business economics, chemistry, communication technologies, communications, computer and information sciences, curriculum and instruction, and dramatic arts. Presented for each discipline is a summary of the overall average salary increases between the baseline year of 1985-86 and the year 1988-89, for both state and private institutions. Data from institutions participating in both years are compared with each other and with the consumer price index. Also included are average salaries by rank and the faculty mix percentage as well as comparisons with other disciplines. The participating institutions are listed. (DB)

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SALARY-TREND STUDIES OF FACULTY FOR THE YEARS 1985-86 AND 1988-89 IN THE FOLLOWING DISCIPLINES/MAJOR FIELDS:

Accounting; Agribusiness and Agricultural Production; Anthropology; Architecture and Environmental Design; Area and Ethnic Studies; Audiology and Speech Pathology; Business Administration and Management; Business and Management; Business Economics; Chemistry; Communication Technologies; Communications; Computer & Information Sciences; Curriculum and Instruction; and Dramatic Arts

by

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Foreword

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, DC, in cooperation with Appalachian State University in Boone, NC, has conducted annual national faculty salary studies by discipline and rank each year through 1988-89. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, DC, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 45 selected academic disciplines/major fields, 15 of which are included herein in alphabetical order. The disciplines/major fields were chosen from among those defined by the Higher Education General Information Survey (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. Each of the 15 disciplines/major fields presents a summary of the overall average salary increases in that discipline/major field from the "baseline year" of 1985-86 to and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA'S STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the baseline year and the trend year. Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the baseline year and the trend year.

In addition to listing the average salaries in the 15 individual disciplines/major fields for both state and private participating institutions by rank, including "new assistant professor," and listing the faculty mix percentage (FAC MIX PCT) and the salary factor, comparisons are made in each of the 15 individual disciplines/major fields between the two studies for each of the two study years (1985-86 and 1988-89) and with the CPI (Consumer Price Index) of changes in cost-of-living.

The list of all 45 selected academic disciplines/major fields studied is found in Appendix A of each discipline/major field included herein, and the list of all participating senior colleges and universities is found in Appendix B of each discipline/major field included herein.

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SALARY-TREND STUDY OF FACULTY IN ACCOUNTING FOR THE YEARS 1985-86 AND 1988-89

By
Richard D. Howe
and Rebecca Kaenzig

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1988-89. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 45 selected academic disciplines including accounting. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of accounting in the CIP is as follows:

> An instructional program that describes the principles, procedures, and theories of organizing, maintaining, and auditing business and financial transactions.*
>
> [*Gerald S. Malitz, A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1985], p. 45.--06.02)]

This article presents a summary of the overall average salary increases in

the discipline/major field of accounting from the "baseline year" of 1985-86 to and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA'S STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the baseline year and the trend year. Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the baseline year and the trend year.

In addition to listing the average salaries in accounting for both state and private participating institutions by rank, including "new assistant professor," and listing the faculty mix percentage (FAC MIX PCT) and the salary factor, comparisons are made between the two studies for each of the two study years (1985-86 and 1988-89) and with the CPI (Consumer Price Index) of changes in cost-of-living.

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy and the CPI yields a more precise representation of "real" salary increases over time.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees were full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .29 for associate professor of accounting in the 1985-86 state study means that 29 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of 1.17 for associate professors in the discipline/major field of accounting in the 1985-86 state study means that their salaries are 17 percent higher than the average of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1985-86 or 1988-89). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 45 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of accounting with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1985-86 and the "trend year" of 1988-89 will lessen the reliability and validity of any conclusions that one might make

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
STATE, 1985-86:								ACCOUNTING										
AVERAGE SALARY:	43107	309	104	36446	377	123	31046	438	136	32740	68	53	23317	183	81	34372	1307	148
FAC MIX PCT:	0.24			0.29			0.34			0.05			0.14			1.00		
SALARY FACTOR:	1.13			1.17			1.20			1.31			1.12			1.10		
								ALL MAJOR FIELDS										
AVERAGE SALARY:	38112	17636		31074	15884		25911	14019		25065	1932		20777	3986		31282	51525	202
FAC MIX PCT:	0.34			0.31			0.27			0.04			0.08			1.00		
STATE, 1988-89:								ACCOUNTING										
AVERAGE SALARY:	51945	361	110	43608	402	130	38018	461	137	40728	75	52	26681	174	81	41811	1398	152
FAC MIX PCT:	0.26			0.29			0.33			0.05			0.12			1.00		
SALARY FACTOR:	1.17			1.20			1.25			1.39			1.13			1.14		
								ALL MAJOR FIELDS										
AVERAGE SALARY:	44577	18904		36431	16110		30416	15286		29332	2573		23527	4252		36562	54552	202
FAC MIX PCT:	0.35			0.30			0.28			0.05			0.08			1.00		
PRIVATE, 1985-86:								ACCOUNTING										
AVERAGE SALARY:	42276	112	59	34455	194	91	27901	257	116	26458	30	26	21213	66	50	31780	629	157
FAC MIX PCT:	0.18			0.31			0.41			0.05			0.10			1.00		
SALARY FACTOR:	1.11			1.17			1.16			1.13			1.09			1.07		
								ALL MAJOR FIELDS										
AVERAGE SALARY:	38230	8391		29339	8352		24113	8321		23430	1204		19473	1985		29765	27049	259
FAC MIX PCT:	0.31			0.31			0.31			0.04			0.07			1.00		
PRIVATE, 1988-89:								ACCOUNTING										
AVERAGE SALARY:	51487	114	57	41805	214	94	34239	283	124	38388	40	37	24313	41	30	39113	652	158
FAC MIX PCT:	0.17			0.33			0.43			0.06			0.06			1.00		
SALARY FACTOR:	1.15			1.21			1.20			1.36			1.07			1.11		
								ALL MAJOR FIELDS										
AVERAGE SALARY:	44926	8877		34585	8852		28554	8980		28166	1388		22636	1918		35099	28627	259
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		

based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1985-86 AND 1988-89

In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of accounting was reported in 148 of the 202 state (AASCU) institutions. Average salary of the 1,307 faculty was $34,372. This average salary was approximately 10 percent (1.10) higher than the average salary of $31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of accounting was reported in 152 of the same 202 state (AASCU) institutions. The average salary of the 1,398 faculty was $41,811. This average salary was approximately 14 percent (1.14) higher than the average salary of $36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in accounting after three years in the state institutions studied was 21.6 percent ($41,811 minus $34,372 equals $7,439). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 11 percent or an average of 3.7 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 16.9 percent ($36,562 minus $31,282 equals $5,280). In comparison to the discipline/major field of accounting (21.6%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 4.7 percent (21.6% minus 16.9% equals 4.7%) less than faculty in the discipline/major field of accounting.

The reader may note that the faculty mix percentage in accounting is lower at the professor rank than at the assistant professor rank in both the state

studies: 0.24 vs 0.34 (1985-86) and 0.26 vs 0.33 (1988-89), respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies is as follows: 0.34 vs. 0.27 (1985-86) and 0.35 vs. 0.28 (1988-89) respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to accounting in both of the state studies.

Finally, the hiring rate of new assistant professors in accounting is high in the state studies: 5.2 percent (68/1,307) in 1985-86 vs. 3.8 percent (1,932/51,525) in ALL MAJOR FIELDS in 1985-86. Also, the hiring rate of new assistant professors in accounting in 1988-89 was 5.4 percent (75/1,398) vs. 4.7 percent (2,573/54,552) in ALL MAJOR FIELDS that same year. In other words the hiring rate in the discipline/major field of accounting is more than for ALL MAJOR FIELDS in both the state studies of 1985-86 and 1988-89.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of accounting was reported in 157 of the 259 private institutions. The average salary of the 629 faculty was $31,780. This average salary was approximately 7 percent (1.07) higher than the average salary of $29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the discipline/major field of accounting was reported in 158 of the same 259 private institutions. The average salary of the 652 faculty was $39,113. This average salary was approximately 11 percent (1.11) higher than the average salary of $35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

The increase in average salaries for all faculty in accounting after three

years in the private institutions studied was 23 percent ($39,113 minus $31,780 equals $7,333). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 12.4 percent or 4.1 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 17.9 percent ($35,099 minus $29,765 equals $5,334). In comparison to the discipline/major field of accounting (23%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 5.1 percent (23% minus 17.9% equals 5.1%) less than faculty in the discipline/major field of accounting.

In the discipline/major field of accounting, the reader may note that the faculty mix percentage at the professor rank is much less than the assistant professor rank in the private studies: 0.18 vs. 0.41 (1985-86) respectively; and 0.17 vs. 0.43 (1988-89) respectively. This is quite different from ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1985-86) respectively; and 0.31 vs. 0.31 (1988-89) respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to accounting in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in accounting in the private studies was greater than the hiring rate in ALL MAJOR FIELDS both in 1985-86, 4.8 percent (30/629) vs. 4.5 percent (1,204/27,049) respectively; and in 1988-89, 6.1 percent (40/652) vs. 4.9 percent (1,388/28,627), respectively. In other words the hiring rate in the discipline/major field of accounting exceeds ALL MAJOR FIELDS in both the private studies of 1985-86 and 1988-89.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of accounting and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 and the "trend year" of 1988-89. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted both for the baseline year and for the trend year--a total of four studies. A total of 4,132 faculty in the discipline/major field of accounting participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of accounting is currently (1988-89) some 14 and 11 percent above the overall average faculty salary of ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for accounting in the private institutions was 8 percent less in comparison to that in the state institutions in 1985-86, and, the overall salary factor in the private institutions is now (1988-89) almost 7 percent lower in comparison to that for the state institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in accounting, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. Accounting faculty salaries in both the state and private institutions exceeded faculty in ALL MAJOR FIELDS during this same period by

14 percent and 12 percent, respectively. During the past three years the salaries of accounting faculty in the state institutions continued to stay ahead of their colleagues in the private institutions but the "spread" decreased from 8 percent to 6 percent.

Third, in the discipline/major field of accounting the assistant professor rank has a greater percentage compared to full and associate professor ranks for both the state and private studies. The full professor rank is increasing in the state institutions, but decreasing, slightly, in the private institutions.

Fourth, it seems that there continues to be a healthy percentage increase of new assistant professors being hired both in the state institutions (5 percent each both in 1985-86 and 1988-89) and in the private institutions (5 percent in 1985-86 and 6 percent in 1988-89).

Now that a rather significant data base on faculty salaries has been developed, it is anticipated that additional salary-trend studies will be effected both in accounting, and in other 44 relevant disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Rebecca Kaenzig is assistant professor in the Department of Accounting at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF STATE Participating Institutions, page 11
C - LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURAL PRODUCTION

ANTHROPOLOGY

ARCHITECTURE AND ENVIRONMENTAL DESIGN

AREA AND ETHNIC STUDIES

AUDIOLOGY AND SPEECH PATHOLOGY

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER & INFORMATION SCIENCES

CURRICULUM AND INSTRUCTION

DRAMATIC ARTS

EDUCATION

EDUCATION ADMINISTRATION

ENGINEERING

FINE ARTS

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGICAL SCIENCES

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

STUDENT COUNSELING AND PERSONNEL SERVICES

TEACHER EDUCATION, GENERAL PROGRAMS

VISUAL AND PERFORMING ARTS

TOTAL: 45

APPENDIX B

CUPA State (AASCU) Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technological University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Blackhills State College (SD)
Bluefield State College (WV)
California State University at Fullerton (CA)
California State University at Long Beach (CA)
California State University at Stanislaus (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Christopher Newport College (VA)
Citadel, The Military College of S.C., The (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of Univ. of Virginia (VA)
College of Charleston (SC)
College of Staten Island - CUNY, The (NY)
Columbus College (GA)
Concord College (WV)
Dakota State College (SD)
Delta State College (MS)
Dickinson State University (SD)
East Central State University (OK)
East Stroudsburg University (PA)
East Texas State University (TX)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinsboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida A & M University (FL)
Florida Atlantic University (FL)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Georgia Southwestern College (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Keene State University (NH)
Kent State University (OH)
Kutztown University (PA)
Lake Superior State University (MI)
Lander College (SC)
Lewis Clark State College (ID)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport(LA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Morehead State University (KY)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Carolina A & T State University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern State College (SD)

Participating Institutions, continued:

Northwest Missouri State University (MO)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Pan American University (TX)
Peru State College (NB)
Pittsburg State University (KS)
Plymouth State College (NH)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Richard Stockton State College (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southern Illinois University of Carbondale (IL)
Southern Orange State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York at Plattsburgh (NY)
State University of New York College at Brockport (NY)
State University of New York College at Buffalo (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Genesco (NY)
Stephen F. Austin State University (TX)
SUNY College of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & I University (TX)
Texas A & M University at Galveston (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Baltimore (MD)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs(CO)
University of the District of Columbia, The (DC)
University of Houston at Clear Lake (TX)
University of Lowell (MA)
University of Maine at Presque Isle (ME)
University of Maryland-Baltimore County, The (MD)
University of Missouri - St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada at Las Vegas (NV)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Science & Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas, The (TX)
University of Texas at San Antonio (TX)
University of Wisconsin - Eau Claire (WI)
University of Wisconsin - La Crosse (WI)
University of Wisconsin - Oshkosh (WI)
University of Wisconsin - Platteville (WI)
University of Wisconsin - Stevens Point (WI)
University of Wisconsin - Stout (WI)
University of Wisconsin - Superior (WI)
University of Wisconsin - Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Weber State College (UT)
West Georgia College (GA)
West Liberty State College (WV)
West Texas State University (TX)
West Virginia College of Graduate Studies (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western New Mexico University (NM)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Western Washington University (WA)
Wichita State University, The (KS)
William Paterson College (NJ)
Winthrop College (SC)
Youngstown State University (OH)

Total: 202

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adelphi University (NY)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American Technological University (TX)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Assumption College (MA)
Augustana College (IL)
Averett College (VA)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barnard College (NY)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Bethany College (WV)
Bethel College (KS)
Bethel College (MN)
Bethune-Cookman College (FL)
Biola University (CA)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryant College (RI)
Bucknall University (PA)
Butler University (IN)
Cabrini College (PA)
Carlow College (PA)
Catholic University of America, The (DC)
Catholic University of Puerto Rico (PR)
Cedar Crest College (PA)
Central College (IA)
Central Wesleyan College (SC)
Christian Brothers College (TN)
Clarkson University (NY)
College Misericordia (PA)
College of Great Falls (MT)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of St. Joseph (VT)
College of Saint Rose, The (NY)
College of St. Scholastica (MN)
College of the Holy Cross (MA)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia College (WI)
Cooper Union for the Advancement of Sci. and Art,The(NY)
Cornell College (IA)
Cornell University (NY)
Covenant College (TN)
Creighton University (NE)
D'Youville College (NY)
Defiance College, The (OH)
DePaul University (IL)
DePauw University (IN)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blavelt (NY)
Drake University (IA)
Drew University (NJ)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elms College (MA)
Emerson College (MA)
Fairfield University (CT)
Fort Wayne Bible College (IN)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
George Fox College (OR)
George Washington University, The (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Grand View College (IA)
Greensboro College (NC)
Hamilton College (NY)
Hamline University (MN)

Participating Institutions, continued:

Hampton University (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Holy Family College (PA)
Houghton College (NY)
Howard University (DC)
Huron College (SD)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
Jarvis Christian College (TX)
John Carroll University ((OH)
Johns Hopkins University (MD)
Judson College (IL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
LaRoche College (PA)
Lafayette College (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Lebanon Valley College (PA)
LeMoyne College (NY)
Lenoir-Rhyne College (NC)
Lewis & Clark College (OR)
Limestone College (SC)
Linfield College (OR)
Long Island University (NY)
Loras College (IA)
Loyola College in Maryland (MD)
Lubbock Christian University (TX)
Luther College (IA)
Lynchburg College (VA)
Lyoming College (PA)
Madonna College (MI)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount Manhattan College (NY)
Maryville College (TN)
Marywood College (PA)
McPherson College (KS)
Mercy College of Detroit (MI)
Mercyhurst College (PA)
Meredith College (NC)
Midland Lutheran College (NE)
Millikin University (IL)
Millsaps College (MS)
Missouri Baptist College (MO)
Moravian College (PA)
Mount Mary College (WI)
Mount Mercy College (IA)
Mount St. Mary's College (CA)
Mount Vernon College (DC)
Mount Vernon Nazarene College (OH)
Muskingum College (OH)
Nazareth College (MI)
Neumann College (PA)
New England College (NH)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Ottawa University (KS)
Our Lady of Holy Cross College (LA)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Presbyterian College (SC)
Presbyterian School of Christian Education (VA)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)
Reed College (OR)
Regis College (CO)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Russell-Sage College (NY)
Saint Edward's University (TX)
Saint Joseph College (CT)
Saint Mary College (KS)
Saint Vincent College (PA)
Salem College (NC)
Salem College (WV)
Salve Regina--The Newport College (RI)
Samford University (AL)
Santa Clara University (CA)
School of the Ozarks, The (MO)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill (PA)

Participating Institutions, continued:

Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Southwestern Assemblies of God Colleges (TX)
Spalding University (NY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Texas Lutheran College (TX)
Tiffin University (OH)
Tri-State University (IN)
Trinity College Inc. (VT)
Trinity University (TX)
Tulane University (LA)
University of Dallas, The (TX)
University of Dayton (OH)
University of Detroit (MI)
University of Evansville (IN)
University of LaVerne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of St. Thomas (TX)
University of the South, The (TN)
University of Tampa, (FL)
Ursuline College (OH)
Valparaiso University (IN)
Villa Maria College (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westmar College (IA)
Westminister College of Salt Lake City (UT)
Whitman College (WA)
Wilkes College (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Wittenburg University (OH)

Total: 259

SALARY-TREND STUDY OF FACULTY IN AGRIBUSINESS AND AGRICULTURAL PRODUCTION FOR THE YEARS 1985-86 AND 1988-89

By
Richard D. Howe
and Sandhya Maharaj

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1988-89. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 45 selected academic disciplines including agribusiness and agricultural production. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of agribusiness and agricultural production in the CIP is as follows:

> A summary of groups of instructional programs that prepare individuals to apply scientific knowledge and methods, and technical skills in support of agribusiness and agricultural activities concerned with the production and propogation of crops and animals, supplies and services, mechanics, products processing and marketing, and horticulture.*
>
> [*Gerald S. Malitz, A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1985], p. 33.--01.)]

This article presents a summary of the overall average salary increases in

the discipline/major field of agribusiness and agricultural production from the "baseline year" of 1985-86 to and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA'S STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the baseline year and the trend year. Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the baseline year and the trend year.

This study lists the average salaries in agribusiness and agricultural production for both state and private participating institutions by rank, including "new assistant professor," the faculty mix percentage (FAC MIX PCT) and the salary factor. In addition comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1985-86 and 1988-89).

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .28 for associate professor of agribusiness and agricultural production in the 1985-86 state study means that 28 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of 0.95 for associate professors in the discipline/major field of agribusiness and agricultural production in the 1985-86 state study means that their salaries are 5 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1985-86 or 1988-89). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 45 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of agribusiness and agricultural production with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1985-86 and the "trend year" of 1988-89 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
STATE, 1985-86:							AGRIBUSINESS AND AGRICULTURAL PRODUCTION											
AVERAGE SALARY:	35560	112	32	29564	89	36	25715	92	36	24341	17	14	20529	22	14	29940	315	45
FAC MIX PCT:	0.36			0.28			0.29			0.05			0.07			1.00		
SALARY FACTOR:	0.93			0.95			0.99			0.97			0.99			0.96		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	38112	17636		31074	15884		25911	14019		25065	1932		20777	3986		31282	51525	202
FAC MIX PCT:	0.34			0.31			0.27			0.04			0.08			1.00		
STATE, 1988-89:							AGRIBUSINESS AND AGRICULTURAL PRODUCTION											
AVERAGE SALARY:	39791	103	31	34023	83	32	29453	68	28	29742	9	5	21661	13	7	34482	267	40
FAC MIX PCT:	0.39			0.31			0.25			0.03			0.05			1.00		
SALARY FACTOR:	0.89			0.93			0.97			1.01			0.92			0.94		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	44577	18904		36431	16110		30416	15286		29332	2573		23527	4252		36562	54552	202
FAC MIX PCT:	0.35			0.30			0.28			0.05			0.08			1.00		
PRIVATE, 1985-86:							AGRIBUSINESS AND AGRICULTURAL PRODUCTION											
AVERAGE SALARY:	41219	5	3	24423	5	5	23082	7	6	NONE			15125	2	1	27370	19	9
FAC MIX PCT:	0.26			0.26			0.37						0.11			1.00		
SALARY FACTOR:	1.08			0.83			0.96						0.78			0.92		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	38230	8391		29339	8352		24113	8321		23430	1204		19473	1985		29765	27049	259
FAC MIX PCT:	0.31			0.31			0.31			0.04			0.07			1.00		
PRIVATE, 1988-89:							AGRIBUSINESS AND AGRICULTURAL PRODUCTION											
AVERAGE SALARY:	33969	3	2	23318	3	3	25935	4	3	NONE			NONE			27560	10	6
FAC MIX PCT:	0.30			0.30			0.40									1.00		
SALARY FACTOR:	0.76			0.67			0.91									0.79		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	44926	8877		34585	8852		28554	8980		28166	1388		22636	1918		35099	28627	259
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1985-86 AND 1988-89

In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of agribusiness and agricultural production was reported in 45 of the 202 state (AASCU) institutions. The average salary of the 315 faculty was $29,940. This average salary was approximately 4 percent (0.96) lower than the average salary of $31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of agribusiness and agricultural production was reported in 40 of the same 202 state (AASCU) institutions. The average salary of the 267 faculty was $34,482. This average salary was approximately 6 percent (0.94) lower than the average salary of $36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in the discipline/major field of agribusiness and agricultural production after three years in the state institutions studied was 15.2 percent ($34,482 minus $29,940 equals $4,542). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 4.6 percent or an average of 1.5 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 16.9 percent ($36,562 minus $31,282 equals $5,280). In comparison to the discipline/major field of agribusiness and agricultural production (15.2%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.7 percent (16.9% minus 15.2% equals 1.7%) more than faculty in the discipline/major field of agribusiness and agricultural production.

The reader may note that the faculty mix percentage in agribusiness and agricultural production is higher at the professor rank than at the assistant professor rank in both the state studies: 0.36 vs 0.29 (1985-86) and 0.39 vs 0.25 (1988-89), respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.27 (1985-86) and 0.35 vs. 0.28 (1988-89), respectively. In other words ALL MAJOR FIELDS has approximately equal percentages of professors and assistant professors compared to agribusiness and agricultural production in both of the state studies.

Finally, the hiring rate of new assistant professors in agribusiness and agricultural production in the state studies was higher than the hiring rate in ALL MAJOR FIELDS in 1985-86, 5.4 percent (17/315) vs. 3.7 percent (1,932/51,525), respectively; whereas the hiring rate of new assistant professors in agribusiness and agricultural production in the state studies was lower than the hiring rate in ALL MAJOR FIELDS in 1988-89, 3.4 percent (9/267) vs. 4.7 percent (2,573/54,552), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of agribusiness and agricultural production was reported in 9 of the 259 private institutions. The average salary of the 19 faculty was $27,370. This average salary was about 8 percent (0.92) lower than the average salary of $29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the discipline/major field of agribusiness and agricultural production was reported in 6 of the same 259 private institutions. The average salary of the 10 faculty was $27,560. This average salary was about 21 percent (0.79) lower than the average salary of $35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89

private study.

The increase in average salaries for all faculty in agribusiness and agricultural production after three years in the private institutions studied was 0.7 percent ($27,560 minus $27,370 equals $190). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A decrease, therefore, in average faculty salaries over the three-year time period is -9.9 percent or -3.3 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 17.9 percent ($35,099 minus $29,765 equals $5,334). In comparison to the discipline/major field of agribusiness and agricultural production (0.7%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 17.2 percent (17.9% minus 0.7% equals 17.2%) more than faculty in agribusiness and agricultural production.

In the discipline/major field of agribusiness and agricultural production, the reader may note that the faculty mix percentage at the professor rank is lower than at the assistant professor rank in the private studies: 0.26 vs. 0.37 (1985-86), respectively; and 0.30 vs. 0.40 (1988-89), respectively. This is somewhat different from ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1985-86), respectively; and 0.31 vs. 0.31 (1988-89), respectively. In other words ALL MAJOR FIELDS had an equal percentage of professors and assistant professors in both private studies and a lower percentage of assistant professors in both private studies when compared to agribusiness and agricultural production.

Finally, the reader may note that the hiring rate of new assistant professors in agribusiness and agricultural production in the private studies was lower than the hiring rate in ALL MAJOR FIELDS in 1985-86, 0.0 percent vs. 4.5 percent (1204/27,049), respectively; and in 1988-89, 0.0 percent vs. 4.8 percent (1388/23627), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of agribusiness and agricultural production and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 through the "trend year" of 1988-89. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted both for the baseline year and for the trend year--a total of four studies. A total of 611 faculty in the discipline/major field of agribusiness and agricultural production participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of agribusiness and agricultural production is currently (1988-89) some 6 and 21 percent below the overall average faculty salaries of ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for agribusiness and agricultural production in the private institutions was 9.4 percent lower than that in the state institutions in 1985-86. The overall salary average in the private institutions is now (1988-89) 25 percent less in comparison to that for the state institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in agribusiness and agricultural production, in both the state and private institutions, received overall salary increases for three years above the cost-of-living, but there was only the slightest increase for private institutions.

Faculty salaries in both the state and private institutions lagged behind faculty salaries in ALL MAJOR FIELDS during this same period. Agribusiness and agricultural production faculty in both the state and private institutions have much catching up to do in salary in comparison with ALL MAJOR FIELDS.

Third, in the discipline/major field of agribusiness and agricultural production the full professor rank has a greater percentage compared to the assistant professor rank in the state studies, but it is just the opposite in the private studies. There are no new assistant professors being hired in the private institutions in comparison to the state institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in agribusiness and agricultural production, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Sandhya Maharaj is a research analyst in the Office of Equal Opportunity Programs at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF STATE Participating Institutions, page 11
C - LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURAL PRODUCTION

ANTHROPOLOGY

ARCHITECTURE AND ENVIRONMENTAL DESIGN

AREA AND ETHNIC STUDIES

AUDIOLOGY AND SPEECH PATHOLOGY

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER & INFORMATION SCIENCES

CURRICULUM AND INSTRUCTION

DRAMATIC ARTS

EDUCATION

EDUCATION ADMINISTRATION

ENGINEERING

FINE ARTS

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGICAL SCIENCES

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

STUDENT COUNSELING AND PERSONNEL SERVICES

TEACHER EDUCATION, GENERAL PROGRAMS

VISUAL AND PERFORMING ARTS

TOTAL: 45

APPENDIX B

CUPA State (AASCU) Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technological University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Blackhills State College (SD)
Bluefield State College (WV)
California State University at Fullerton (CA)
California State University at Long Beach (CA)
California State University at Stanislaus (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Christopher Newport College (VA)
Citadel, The Military College of S.C., The (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of Univ. of Virginia (VA)
College of Charleston (SC)
College of Staten Island - CUNY, The (NY)
Columbus College (GA)
Concord College (WV)
Dakota State College (SD)
Delta State College (MS)
Dickinson State University (SD)
East Central State University (OK)
East Stroudsburg University (PA)
East Texas State University (TX)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinsboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida A & M University (FL)
Florida Atlantic University (FL)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Georgia Southwestern College (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Keene State University (NH)
Kent State University (OH)
Kutztown University (PA)
Lake Superior State University (MI)
Lander College (SC)
Lewis Clark State College (ID)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport(LA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Morehead State University (KY)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Carolina A & T State University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern State College (SD)

Participating Institutions, continued:

Northwest Missouri State University (MO)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Pan American University (TX)
Peru State College (NB)
Pittsburg State University (KS)
Plymouth State College (NH)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Richard Stockton State College (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southern Illinois University of Carbondale (IL)
Southern Orange State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York at Plattsburgh (NY)
State University of New York College at Brockport (NY)
State University of New York College at Buffalo (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Genesco (NY)
Stephen F. Austin State University (TX)
SUNY College of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & I University (TX)
Texas A & M University at Galveston (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Baltimore (MD)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs(CO)
University of the District of Columbia, The (DC)
University of Houston at Clear Lake (TX)
University of Lowell (MA)
University of Maine at Presque Isle (ME)
University of Maryland-Baltimore County, The (MD)
University of Missouri - St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada at Las Vegas (NV)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Science & Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas, The (TX)
University of Texas at San Antonio (TX)
University of Wisconsin - Eau Claire (WI)
University of Wisconsin - La Crosse (WI)
University of Wisconsin - Oshkosh (WI)
University of Wisconsin - Platteville (WI)
University of Wisconsin - Stevens Point (WI)
University of Wisconsin - Stout (WI)
University of Wisconsin - Superior (WI)
University of Wisconsin - Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Weber State College (UT)
West Georgia College (GA)
West Liberty State College (WV)
West Texas State University (TX)
West Virginia College of Graduate Studies (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western New Mexico University (NM)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Western Washington University (WA)
Wichita State University, The (KS)
William Paterson College (NJ)
Winthrop College (SC)
Youngstown State University (OH)

Total: 202

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adelphi University (NY)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American Technological University (TX)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Assumption College (MA)
Augustana College (IL)
Averett College (VA)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barnard College (NY)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Bethany College (WV)
Bethel College (KS)
Bethel College (MN)
Bethune-Cookman College (FL)
Biola University (CA)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryant College (RI)
Bucknall University (PA)
Butler University (IN)
Cabrini College (PA)
Carlow College (PA)
Catholic University of America, The (DC)
Catholic University of Puerto Rico (PR)
Cedar Crest College (PA)
Central College (IA)
Central Wesleyan College (SC)
Christian Brothers College (TN)
Clarkson University (NY)
College Misericordia (PA)
College of Great Falls (MT)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of St. Joseph (VT)
College of Saint Rose, The (NY)
College of St. Scholastica (MN)
College of the Holy Cross (MA)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia College (WI)
Cooper Union for the Advancement of Sci. and Art,The(NY)
Cornell College (IA)
Cornell University (NY)
Covenant College (TN)
Creighton University (NE)
D'Youville College (NY)
Defiance College, The (OH)
DePaul University (IL)
DePauw University (IN)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blavelt (NY)
Drake University (IA)
Drew University (NJ)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elms College (MA)
Emerson College (MA)
Fairfield University (CT)
Fort Wayne Bible College (IN)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
George Fox College (OR)
George Washington University, The (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Grand View College (IA)
Greensboro College (NC)
Hamilton College (NY)
Hamline University (MN)

Participating Institutions, continued:

Hampton University (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Holy Family College (PA)
Houghton College (NY)
Howard University (DC)
Huron College (SD)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
Jarvis Christian College (TX)
John Carroll University ((OH)
Johns Hopkins University (MD)
Judson College (IL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
LaRoche College (PA)
Lafayette College (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Lebanon Valley College (PA)
LeMoyne College (NY)
Lenoir-Rhyne College (NC)
Lewis & Clark College (OR)
Limestone College (SC)
Linfield College (OR)
Long Island University (NY)
Loras College (IA)
Loyola College in Maryland (MD)
Lubbock Christian University (TX)
Luther College (IA)
Lynchburg College (VA)
Lyoming College (PA)
Madonna College (MI)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount Manhattan College (NY)
Maryville College (TN)
Marywood College (PA)
McPherson College (KS)
Mercy College of Detroit (MI)
Mercyhurst College (PA)
Meredith College (NC)
Midland Lutheran College (NE)
Millikin University (IL)
Millsaps College (MS)
Missouri Baptist College (MO)
Moravian College (PA)
Mount Mary College (WI)
Mount Mercy College (IA)
Mount St. Mary's College (CA)
Mount Vernon College (DC)
Mount Vernon Nazarene College (OH)
Muskingum College (OH)
Nazareth College (MI)
Neumann College (PA)
New England College (NH)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Ottawa University (KS)
Our Lady of Holy Cross College (LA)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Presbyterian College (SC)
Presbyterian School of Christian Education (VA)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)
Reed College (OR)
Regis College (CO)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Russell-Sage College (NY)
Saint Edward's University (TX)
Saint Joseph College (CT)
Saint Mary College (KS)
Saint Vincent College (PA)
Salem College (NC)
Salem College (WV)
Salve Regina--The Newport College (RI)
Samford University (AL)
Santa Clara University (CA)
School of the Ozarks, The (MO)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill (PA)

Participating Institutions, continued:

Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Southwestern Assemblies of God Colleges (TX)
Spalding University (NY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Texas Lutheran College (TX)
Tiffin University (OH)
Tri-State University (IN)
Trinity College Inc. (VT)
Trinity University (TX)
Tulane University (LA)
University of Dallas, The (TX)
University of Dayton (OH)
University of Detroit (MI)
University of Evansville (IN)
University of LaVerne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of St. Thomas (TX)
University of the South, The (TN)
University of Tampa, (FL)
Ursuline College (OH)
Valparaiso University (IN)
Villa Maria College (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westmar College (IA)
Westminister College of Salt Lake City (UT)
Whitman College (WA)
Wilkes College (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Wittenburg University (OH)

Total: 259

SALARY-TREND STUDY OF FACULTY IN ANTHROPOLOGY FOR THE YEARS 1985-86 AND 1988-89

By
Richard D. Howe
and Sandhya Maharaj

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1988-89. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 45 selected academic disciplines including anthropology. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of anthropology in the CIP is as follows:

> An instructional program that describes the historic and prehistoric origins of man, his physical and cultural development, racial characteristics, social customs, and beliefs.*
>
> [*Gerald S. Malitz, A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1985], p. 139.--45.02)]

This article presents a summary of the overall average salary increases in the discipline/major field of anthropology from the "baseline year" of

1985-86 to and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA'S STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the baseline year and the trend year. Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the baseline year and the trend year.

In addition to listing the average salaries in anthropology for both state and private participating institutions by rank, including "new assistant professor", and listing the faculty mix percentage (FAC MIX PCT) and the salary factor, comparisons are made between the two studies for each of the two study years (1985-86 and 1988-89) and with the CPI (Consumer Price Index) of changes in cost-of-living.

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Therefore, the CPI was used to yield a more precise representation of "real" salary increases over time.

The salary is based on a nine-or ten-month academic year salary of full time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees were full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .36 for associate professor of anthropology in the 1985-86 state study means that 36 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of 0.94 for assistant professors in the discipline/major field of anthropology in the 1985-86 state study means that their salaries are 6 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1985-86 or 1988-89). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 45 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of anthropology with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1985-86 and the "trend year" of 1988-89 will lessen the reliability and validity of any conclusions

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
STATE, 1985-86:							ANTHROPOLOGY											
AVERAGE SALARY:	38529	152	51	30380	125	61	24485	68	39	20794	4	4	21986	3	3	32715	348	77
FAC MIX PCT:	0.44			0.36			0.20			0.01			0.01			1.00		
SALARY FACTOR:	1.01			0.98			0.94			0.83			1.06			1.05		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	38112	17636		31074	15884		25911	14019		25065	1932		20777	3986		31282	51525	202
FAC MIX PCT:	0.34			0.31			0.27			0.04			0.08			1.00		
STATE, 1988-89:							ANTHROPOLOGY											
AVERAGE SALARY:	43898	173	56	33825	116	58	27950	73	39	25148	10	10	26894	6	6	37282	368	76
FAC MIX PCT:	0.47			0.32			0.20			0.03			0.02			1.00		
SALARY FACTOR:	0.98			0.93			0.92			0.86			1.14			1.02		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	44577	18904		36431	16110		30416	15286		29332	2573		23527	4252		36562	54552	202
FAC MIX PCT:	0.35			0.30			0.28			0.05			0.08			1.00		
PRIVATE, 1985-86:							ANTHROPOLOGY											
AVERAGE SALARY:	42256	47	24	30565	46	29	24656	45	28	24024	10	7	18297	2	2	32415	140	49
FAC MIX PCT:	0.34			0.33			0.32			0.07			0.01			1.00		
SALARY FACTOR:	1.11			1.04			1.02			1.03			0.94			1.09		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	38230	8391		29339	8352		24113	8321		23430	1204		19473	1985		29765	27049	259
FAC MIX PCT:	0.31			0.31			0.31			0.04			0.07			1.00		
PRIVATE, 1988-89:							ANTHROPOLOGY											
AVERAGE SALARY:	48541	56	27	35608	63	30	28774	63	36	27140	10	9	22749	12	5	36326	194	54
FAC MIX PCT:	0.29			0.32			0.32			0.05			0.06			1.00		
SALARY FACTOR:	1.08			1.03			1.01			0.96			1.00			1.03		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	44926	8877		34585	8852		28554	8980		28166	1388		22636	1918		35099	28627	259
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		

that one might make based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1985-86 AND 1988-89

In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of anthropology was reported in 77 of the 202 state (AASCU) institutions. The average salary of the 348 faculty was $32,715. This average salary was approximately 5 percent (1.05) higher than the average salary of $31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of anthropology was reported in 76 of the same 202 state (AASCU) institutions. The average salary of the 368 faculty was $37,282. This average salary was approximately 2 percent (1.02) higher than the average salary of $36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study. The increase in average salaries for all faculty in anthropology after three years in the state institutions studied was 14 percent ($37,282 minus $32,715 equals $4,567). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 3.4 percent or an average of 1.1 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 16.9 percent ($36,562 minus $31,282 equals $5,280). In comparison to the discipline/major field of anthropology (14%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.9% (16.9% minus 14% equals 2.9%) more than faculty in the discipline/major field of anthropology.

The reader may note that the faculty mix percentage in anthropology is higher at the professor rank than at the assistant professor rank in both the state studies: 0.44 vs 0.20 (1985-86) and 0.47 vs 0.20 (1988-89), respectively.

The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.27 (1985-86) and 0.35 vs. 0.28 (1988-89), respectively. In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors compared to anthropology in both of the state studies.

Finally, the hiring rate of new assistant professors in anthropology was less than for ALL MAJOR FIELDS in the 1984-85 state study, 1.1 percent (4/348) vs. 3.7 percent (1,932/51,525), respectively. Also, the hiring rate of new assistant professors in anthropology in 1988-89 was 2.7 percent (10/368) vs. 4.7 percent (2,573/54,552) in ALL MAJOR FIELDS that same year. In other words the hiring rate of new assistant professors in anthropology was less than for ALL MAJOR FIELDS in the state study of 1985-86 and in the 1988-89 state study.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of anthropology was reported in 49 of the 259 private institutions. The average salary of the 140 faculty was $32,415. This average salary was approximately 9 percent (1.09) higher than the average salary of $29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the discipline/major field of anthropology was reported in 54 of the same 259 private institutions. The average salary of the 194 faculty was $36,326. This average salary was approximately 3 percent (1.03) higher than the average salary of $35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

The increase in average salaries for all faculty in anthropology after three years in the private institutions studied was 12.1 percent ($36,326 minus $32,415 equals $3,911). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 1.5 percent or .5 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 17.9 percent ($35,099 minus $29,765 equals $5,334). In comparison to the discipline/major field of anthropology (12.1%), therefore, the faculty salaries in ALL MAJOR FIELDS were 5.8 percent above those faculty salaries in the discipline/major field of anthropology.

In the discipline/major field of anthropology, the reader may note that the faculty mix percentage at the professor rank and at the assistant professor rank varies in the private studies: 0.34 vs. 0.32 (1985-86), respectively; and 0.29 vs. 0.32 (1988-89), respectively. This is slightly different from ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1985-86), respectively; and 0.31 vs. 0.31 (1987-88), respectively. In other words ALL MAJOR FIELDS has a similar percentage of professors and assistant professors compared to anthropology in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in anthropology in the private studies was slightly more than the hiring rate in ALL MAJOR FIELDS in 1985-86, 7.1 percent (10/140) vs. 4.5 percent (1,204/27,049), respectively, whereas, in 1988-89 it was less: 5.2 percent (10/194) vs. 4.8 percent (1,388 /28,627), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of anthropology and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 through the "trend year" of 1988-89. Two studies, one for state (AASCU) institutions, and the other for private institutions were both conducted for the baseline year and for the trend year--a total of four studies. A total of 1,050 faculty in the discipline/major field of anthropology participated and were included in the overall total of 161,753 faculty in all 45 disciplines/ major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of anthropology is currently (1988-89) some 2 and 3 percent above the overall average faculty salary of ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for anthropology in the private institutions was 1 percent less in comparison to that in the state institutions in 1985-86. The average faculty salary in the private institutions is now (1988-89) 2.6 percent less in comparison to that for the state institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in anthropology, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. Anthropology faculty salaries in the state institutions exceeded faculty in ALL MAJOR FIELDS during 1988-89 by 2 percent, whereas

anthropology faculty salaries in the private institutions exceeded faculty in ALL MAJOR FIELDS by 3.5 percent. Anthropology faculty in the state institutions have a little catching up to do in salary in comparison to their colleagues in the private institutions.

Third, in the discipline/major field of anthropology the assistant professor ranks vary for both the state and private studies. The full professor rank appears to be increasing at a faster rate in the state institutions, compared to the private institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in anthropology, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Sandhya Maharaj is a research analyst in the Office of Equal Opportunity Programs at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF STATE Participating Institutions, page 11
C - LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURAL PRODUCTION

ANTHROPOLOGY

ARCHITECTURE AND ENVIRONMENTAL DESIGN

AREA AND ETHNIC STUDIES

AUDIOLOGY AND SPEECH PATHOLOGY

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER & INFORMATION SCIENCES

CURRICULUM AND INSTRUCTION

DRAMATIC ARTS

EDUCATION

EDUCATION ADMINISTRATION

ENGINEERING

FINE ARTS

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGICAL SCIENCES

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

STUDENT COUNSELING AND PERSONNEL SERVICES

TEACHER EDUCATION, GENERAL PROGRAMS

VISUAL AND PERFORMING ARTS

TOTAL: 45

APPENDIX B

CUPA State (AASCU) Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technological University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Blackhills State College (SD)
Bluefield State College (WV)
California State University at Fullerton (CA)
California State University at Long Beach (CA)
California State University at Stanislaus (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Christopher Newport College (VA)
Citadel, The Military College of S.C., The (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of Univ. of Virginia (VA)
College of Charleston (SC)
College of Staten Island - CUNY, The (NY)
Columbus College (GA)
Concord College (WV)
Dakota State College (SD)
Delta State College (MS)
Dickinson State University (SD)
East Central State University (OK)
East Stroudsburg University (PA)
East Texas State University (TX)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinsboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida A & M University (FL)
Florida Atlantic University (FL)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Georgia Southwestern College (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Keene State University (NH)
Kent State University (OH)
Kutztown University (PA)
Lake Superior State University (MI)
Lander College (SC)
Lewis Clark State College (ID)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport(LA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Morehead State University (KY)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Carolina A & T State University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern State College (SD)

Participating Institutions, continued:

Northwest Missouri State University (MO)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Pan American University (TX)
Peru State College (NB)
Pittsburg State University (KS)
Plymouth State College (NH)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Richard Stockton State College (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southern Illinois University of Carbondale (IL)
Southern Orange State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York at Plattsburgh (NY)
State University of New York College at Brockport (NY)
State University of New York College at Buffalo (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Genesco (NY)
Stephen F. Austin State University (TX)
SUNY College of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & I University (TX)
Texas A & M University at Galveston (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Baltimore (MD)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs(CO)
University of the District of Columbia, The (DC)
University of Houston at Clear Lake (TX)
University of Lowell (MA)
University of Maine at Presque Isle (ME)
University of Maryland-Baltimore County, The (MD)
University of Missouri - St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada at Las Vegas (NV)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Science & Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas, The (TX)
University of Texas at San Antonio (TX)
University of Wisconsin - Eau Claire (WI)
University of Wisconsin - La Crosse (WI)
University of Wisconsin - Oshkosh (WI)
University of Wisconsin - Platteville (WI)
University of Wisconsin - Stevens Point (WI)
University of Wisconsin - Stout (WI)
University of Wisconsin - Superior (WI)
University of Wisconsin - Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Weber State College (UT)
West Georgia College (GA)
West Liberty State College (WV)
West Texas State University (TX)
West Virginia College of Graduate Studies (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western New Mexico University (NM)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Western Washington University (WA)
Wichita State University, The (KS)
William Paterson College (NJ)
Winthrop College (SC)
Youngstown State University (OH)

Total: 202

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adelphi University (NY)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American Technological University (TX)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Assumption College (MA)
Augustana College (IL)
Averett College (VA)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barnard College (NY)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Bethany College (WV)
Bethel College (KS)
Bethel College (MN)
Bethune-Cookman College (FL)
Biola University (CA)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryant College (RI)
Bucknall University (PA)
Butler University (IN)
Cabrini College (PA)
Carlow College (PA)
Catholic University of America, The (DC)
Catholic University of Puerto Rico (PR)
Cedar Crest College (PA)
Central College (IA)
Central Wesleyan College (SC)
Christian Brothers College (TN)
Clarkson University (NY)
College Misericordia (PA)
College of Great Falls (MT)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of St. Joseph (VT)
College of Saint Rose, The (NY)
College of St. Scholastica (MN)
College of the Holy Cross (MA)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia College (WI)
Cooper Union for the Advancement of Sci. and Art,The(NY)
Cornell College (IA)
Cornell University (NY)
Covenant College (TN)
Creighton University (NE)
D'Youville College (NY)
Defiance College, The (OH)
DePaul University (IL)
DePauw University (IN)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Drake University (IA)
Drew University (NJ)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elms College (MA)
Emerson College (MA)
Fairfield University (CT)
Fort Wayne Bible College (IN)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
George Fox College (OR)
George Washington University, The (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Grand View College (IA)
Greensboro College (NC)
Hamilton College (NY)
Hamline University (MN)

Participating Institutions, continued:

Hampton University (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Holy Family College (PA)
Houghton College (NY)
Howard University (DC)
Huron College (SD)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
Jarvis Christian College (TX)
John Carroll University ((OH)
Johns Hopkins University (MD)
Judson College (IL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
LaRoche College (PA)
Lafayette College (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Lebanon Valley College (PA)
LeMoyne College (NY)
Lenoir-Rhyne College (NC)
Lewis & Clark College (OR)
Limestone College (SC)
Linfield College (OR)
Long Island University (NY)
Loras College (IA)
Loyola College in Maryland (MD)
Lubbock Christian University (TX)
Luther College (IA)
Lynchburg College (VA)
Lyoming College (PA)
Madonna College (MI)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount Manhattan College (NY)
Maryville College (TN)
Marywood College (PA)
McPherson College (KS)
Mercy College of Detroit (MI)
Mercyhurst College (PA)
Meredith College (NC)
Midland Lutheran College (NE)
Millikin University (IL)
Millsaps College (MS)
Missouri Baptist College (MO)
Moravian College (PA)
Mount Mary College (WI)
Mount Mercy College (IA)
Mount St. Mary's College (CA)
Mount Vernon College (DC)
Mount Vernon Nazarene College (OH)
Muskingum College (OH)
Nazareth College (MI)
Neumann College (PA)
New England College (NH)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Ottawa University (KS)
Our Lady of Holy Cross College (LA)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Presbyterian College (SC)
Presbyterian School of Christian Education (VA)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)
Reed College (OR)
Regis College (CO)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Russell-Sage College (NY)
Saint Edward's University (TX)
Saint Joseph College (CT)
Saint Mary College (KS)
Saint Vincent College (PA)
Salem College (NC)
Salem College (WV)
Salve Regina--The Newport College (RI)
Samford University (AL)
Santa Clara University (CA)
School of the Ozarks, The (MO)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill (PA)

Participating Institutions, continued:

Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Southwestern Assemblies of God Colleges (TX)
Spalding University (NY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Texas Lutheran College (TX)
Tiffin University (OH)
Tri-State University (IN)
Trinity College Inc. (VT)
Trinity University (TX)
Tulane University (LA)
University of Dallas, The (TX)
University of Dayton (OH)
University of Detroit (MI)
University of Evansville (IN)
University of LaVerne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of St. Thomas (TX)
University of the South, The (TN)
University of Tampa, (FL)
Ursuline College (OH)
Valparaiso University (IN)
Villa Maria College (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westmar College (IA)
Westminister College of Salt Lake City (UT)
Whitman College (WA)
Wilkes College (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Wittenburg University (OH)

Total: 259

SALARY-TREND STUDY OF FACULTY IN ARCHITECTURE AND ENVIRONMENTAL DESIGN FOR THE YEARS 1985-86 AND 1988-89

By
Richard D. Howe
and Ming Land

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1988-89. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 45 selected academic disciplines including architecture and environmental design. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of agribusiness and agricultural production in the CIP is as follows:

> A summary of groups of instructional programs that describe the methods to create, adapt, alter, preserve, and control man's physical and social surroundings.*
>
> [*Gerald S. Malitz, A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1985], p. 41.--04)]

This article presents a summary of the overall average salary increases in the discipline/major field of architecture and environmental design from the

"baseline year" of 1985-86 to and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the "baseline year" and the "trend year". Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the baseline year and the trend year.

This study lists the average salaries in architecture and environmental design for both state and private participating institutions by rank, including "new assistant professor," the faculty mix percentage (FAC MIX PCT) and the salary factor. In addition comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1985-86 and 1988-89).

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .34 for associate professor of architecture and environmental design in the 1985-86 state study means that 34 percent of the faculty in that major/discipline field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of 1.05 for assistant professors in the discipline/major field of architecture and environmental design in the 1985-86 state study means that their salaries are 5 percent higher than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1985-86 or 1988-89). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 45 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of architecture and environmental design with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1985-86 and the "trend year" of 1988-89 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
STATE, 1985-86:							ARCHITECTURE AND ENVIRONMENTAL DESIGN											
AVERAGE SALARY:	38831	23	10	32657	33	7	27183	38	11	26603	4	4	20366	2	2	31713	96	11
FAC MIX PCT:	0.24			0.34			0.40			0.04			0.02			1.00		
SALARY FACTOR:	1.02			1.05			1.05			1.06			0.98			1.01		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	38112	17636		31074	15884		25911	14019		25065	1932		20777	3986		31282	51525	202
FAC MIX PCT:	0.34			0.31			0.27			0.04			0.08			1.00		
STATE, 1988-89:							ARCHITECTURE AND ENVIRONMENTAL DESIGN											
AVERAGE SALARY:	44394	24	10	37910	36	11	31084	35	11	31939	5	5	20510	2	1	36692	97	11
FAC MIX PCT:	0.25			0.37			0.36			0.05			0.02			1.00		
SALARY FACTOR:	1.00			1.04			1.02			1.09			0.87			1.00		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	44577	18904		36431	16110		30416	15286		29332	2573		23527	4252		36562	54552	202
FAC MIX PCT:	0.35			0.30			0.28			0.05			0.08			1.00		
PRIVATE, 1985-86:							ARCHITECTURE AND ENVIRONMENTAL DESIGN											
AVERAGE SALARY:	40995	64	12	30720	68	11	24923	35	12	23156	2	2	18089	9	2	32657	176	14
FAC MIX PCT:	0.36			0.39			0.20			0.01			0.05			1.00		
SALARY FACTOR:	1.07			1.05			1.03			0.99			0.93			1.10		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	38230	8391		29339	8352		24113	8321		23430	1204		19473	1985		29765	27049	259
FAC MIX PCT:	0.31			0.31			0.31			0.04			0.07			1.00		
PRIVATE, 1988-89:							ARCHITECTURE AND ENVIRONMENTAL DESIGN											
AVERAGE SALARY:	48451	60	10	36821	58	11	29202	53	12	25951	5	3	20609	15	3	37094	186	14
FAC MIX PCT:	0.32			0.31			0.28			0.03			0.08			1.00		
SALARY FACTOR:	1.08			1.06			1.02			0.92			0.91			1.06		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	44926	8877		34585	8852		28554	8980		28166	1388		22636	1918		35099	28627	259
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1985-86 AND 1988-89

In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of architecture and environmental design was reported in 11 of the 202 state (AASCU) institutions. The average salary of the 96 faculty was $31,713. This average salary was approximately 1 percent (1.01) higher than average salary of $31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of architecture and environmental design was reported in 11 of the same 202 state (AASCU) institutions. The average salary of the 97 faculty was $36,692. This average salary was approximately the same as the average salary of $36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in the discipline/major field of architecture and environmental design after three years in the state institutions studied was 15.7 percent ($36,692 minus $31,713 equals $4,979). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 5.1 percent or an average of 1.7 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 16.9 percent ($36,562 minus $31,282 equals $5,280). In comparison to the discipline/major field of architecture and environmental design (15.7%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.2 percent (16.9% minus 15.7% equals 1.2%) more than faculty in the discipline/major field of architecture and environmental design.

The reader may note that the faculty mix percentage in architecture and environmental design is lower at the professor rank than at the assistant professor rank in both the state studies: 0.24 vs. 0.40 (1985-86) and 0.25 vs. 0.36 (1988-89), respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.27 (1985-86) and 0.35 vs. 0.28 (1988-89), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to architecture and environmental design in both of the state studies.

Finally, the hiring rate of new assistant professors in architecture and environmental design in the state studies was higher than the hiring rate in ALL MAJOR FIELDS in 1985-86, 4.2 percent (4/96) vs. 3.7 percent (1,932/51,525), respectively; and in 1988-89, 5.2 percent (5/97) vs. 4.7 percent (2,573/54,552), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of architecture and environmental design was reported in 14 of the 259 private institutions. The average salary of the 176 faculty was $32,657. This average salary was about 10 percent (1.10) higher than the average salary of $29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the discipline/major field of architecture and environmental design was reported in 14 of the same 259 private institutions. The average salary of the 186 faculty was $37,094. This average salary was about 6 percent (1.06) higher than the average salary of $35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89

private study.

The increase in average salaries for all faculty in architecture and environmental design after three years in the private institutions studied was 13.6 percent ($37,094 minus $32,657 equals $4,437). The CPI of increased cost-of-living between October 1985 and October 1984 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 3 percent or 1 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 17.9 percent ($35,099 minus $29,765 equals $5,334). In comparison to the discipline/major field of architecture and environmental design (13.6%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 4.3 percent (17.9% minus 13.6% equals 4.3%) more than faculty in architecture and environmental design.

In the discipline/major field of architecture and environmental design, the reader may note that the faculty mix percentage at the professor rank is greater than at the assistant professor rank in the private studies: 0.36 vs. 0.20 (1985-86), respectively; and 0.32 vs. 0.28 (1988-89), respectively. This difference is less than in ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1985-86), respectively; and 0.31 vs. 0.31 (1988-89), respectively. In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors in both private studies when compared to architecture and environmental design.

Finally, the reader may note that the hiring rate of new assistant professors in architecture and environmental design in the private studies was lower than the hiring rate in ALL MAJOR FIELDS in 1985-86, 1.1 percent (2/176) vs. 4.5 percent (1204/27,049), respectively; and in 1988-89, 2.7 percent (5/186) vs. 4.8 percent (1,388/28,627), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of architecture and environmental design and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 through the "trend year" of 1988-89. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 555 faculty in the discipline/major field of architecture and environmental design participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of architecture and environmental design is currently (1988-89) approximately the same in the state studies in comparison to ALL MAJOR FIELDS, and is 6 percent above the overall average faculty of ALL MAJOR FIELDS in the private studies. The average faculty salary for architecture and environmental design in the private institutions was 3 percent above that in the state institutions in 1985-86; and is now (1988-89) 1.1 percent more in comparison to that for the state institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in architecture and environmental design, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. However, architecture and environmental design faculty in both the state and private institutions lagged behind those of ALL MAJOR FIELDS during this same period.

Third, in the discipline/major field of architecture and environmental design the full professor rank has a greater percentage compared to the assistant professor rank for private studies but just the opposite is the case in the state studies. It seems a smaller percentage of new assistant professors are being hired in the private institutions in comparison to the state institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in architecture and environmental design, and in other disciplines/major fields, on an annual basis.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF STATE Participating Institutions, page 11
C - LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURAL PRODUCTION

ANTHROPOLOGY

ARCHITECTURE AND ENVIRONMENTAL DESIGN

AREA AND ETHNIC STUDIES

AUDIOLOGY AND SPEECH PATHOLOGY

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER & INFORMATION SCIENCES

CURRICULUM AND INSTRUCTION

DRAMATIC ARTS

EDUCATION

EDUCATION ADMINISTRATION

ENGINEERING

FINE ARTS

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGICAL SCIENCES

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

STUDENT COUNSELING AND PERSONNEL SERVICES

TEACHER EDUCATION, GENERAL PROGRAMS

VISUAL AND PERFORMING ARTS

TOTAL: 45

APPENDIX B

CUPA State (AASCU) Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technological University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Blackhills State College (SD)
Bluefield State College (WV)
California State University at Fullerton (CA)
California State University at Long Beach (CA)
California State University at Stanislaus (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Christopher Newport College (VA)
Citadel, The Military College of S.C., The (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of Univ. of Virginia (VA)
College of Charleston (SC)
College of Staten Island - CUNY, The (NY)
Columbus College (GA)
Concord College (WV)
Dakota State College (SD)
Delta State College (MS)
Dickinson State University (SD)
East Central State University (OK)
East Stroudsburg University (PA)
East Texas State University (TX)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinsboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida A & M University (FL)
Florida Atlantic University (FL)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Georgia Southwestern College (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Keene State University (NH)
Kent State University (OH)
Kutztown University (PA)
Lake Superior State University (MI)
Lander College (SC)
Lewis Clark State College (ID)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport(LA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Morehead State University (KY)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Carolina A & T State University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern State College (SD)

Participating Institutions, continued:

Northwest Missouri State University (MO)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Pan American University (TX)
Peru State College (NB)
Pittsburg State University (KS)
Plymouth State College (NH)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Richard Stockton State College (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southern Illinois University of Carbondale (IL)
Southern Orange State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York at Plattsburgh (NY)
State University of New York College at Brockport (NY)
State University of New York College at Buffalo (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Genesco (NY)
Stephen F. Austin State University (TX)
SUNY College of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & I University (TX)
Texas A & M University at Galveston (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Baltimore (MD)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs(CO)
University of the District of Columbia, The (DC)
University of Houston at Clear Lake (TX)
University of Lowell (MA)
University of Maine at Presque Isle (ME)
University of Maryland-Baltimore County, The (MD)
University of Missouri - St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada at Las Vegas (NV)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Science & Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of South Florida (FL)
University of Southern Colcrado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas, The (TX)
University of Texas at San Antonio (TX)
University of Wisconsin - Eau Claire (WI)
University of Wisconsin - La Crosse (WI)
University of Wisconsin - Oshkosh (WI)
University of Wisconsin - Platteville (WI)
University of Wisconsin - Stevens Point (WI)
University of Wisconsin - Stout (WI)
University of Wisconsin - Superior (WI)
University of Wisconsin - Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Weber State College (UT)
West Georgia College (GA)
West Liberty State College (WV)
West Texas State University (TX)
West Virginia College of Graduate Studies (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western New Mexico University (NM)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Western Washington University (WA)
Wichita State University, The (KS)
William Paterson College (NJ)
Winthrop College (SC)
Youngstown State University (OH)

Total: 202

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adelphi University (NY)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American Technological University (TX)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Assumption College (MA)
Augustana College (IL)
Averett College (VA)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barnard College (NY)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Bethany College (WV)
Bethel College (KS)
Bethel College (MN)
Bethune-Cookman College (FL)
Biola University (CA)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryant College (RI)
Bucknall University (PA)
Butler University (IN)
Cabrini College (PA)
Carlow College (PA)
Catholic University of America, The (DC)
Catholic University of Puerto Rico (PR)
Cedar Crest College (PA)
Central College (IA)
Central Wesleyan College (SC)
Christian Brothers College (TN)
Clarkson University (NY)
College Misericordia (PA)
College of Great Falls (MT)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of St. Joseph (VT)
College of Saint Rose, The (NY)
College of St. Scholastica (MN)
College of the Holy Cross (MA)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia College (WI)
Cooper Union for the Advancement of Sci. and Art,The(NY)
Cornell College (IA)
Cornell University (NY)
Covenant College (TN)
Creighton University (NE)
D'Youville College (NY)
Defiance College, The (OH)
DePaul University (IL)
DePauw University (IN)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blavelt (NY)
Drake University (IA)
Drew University (NJ)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elms College (MA)
Emerson College (MA)
Fairfield University (CT)
Fort Wayne Bible College (IN)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
George Fox College (OR)
George Washington University, The (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Grand View College (IA)
Greensboro College (NC)
Hamilton College (NY)
Hamline University (MN)

Participating Institutions, continued:

Hampton University (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Holy Family College (PA)
Houghton College (NY)
Howard University (DC)
Huron College (SD)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
Jarvis Christian College (TX)
John Carroll University ((OH)
Johns Hopkins University (MD)
Judson College (IL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
LaRoche College (PA)
Lafayette College (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Lebanon Valley College (PA)
LeMoyne College (NY)
Lenoir-Rhyne College (NC)
Lewis & Clark College (OR)
Limestone College (SC)
Linfield College (OR)
Long Island University (NY)
Loras College (IA)
Loyola College in Maryland (MD)
Lubbock Christian University (TX)
Luther College (IA)
Lynchburg College (VA)
Lyoming College (PA)
Madonna College (MI)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount Manhattan College (NY)
Maryville College (TN)
Marywood College (PA)
McPherson College (KS)
Mercy College of Detroit (MI)
Mercyhurst College (PA)
Meredith College (NC)
Midland Lutheran College (NE)
Millikin University (IL)
Millsaps College (MS)
Missouri Baptist College (MO)
Moravian College (PA)
Mount Mary College (WI)
Mount Mercy College (IA)
Mount St. Mary's College (CA)
Mount Vernon College (DC)
Mount Vernon Nazarene College (OH)
Muskingum College (OH)
Nazareth College (MI)
Neumann College (PA)
New England College (NH)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Ottawa University (KS)
Our Lady of Holy Cross College (LA)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Presbyterian College (SC)
Presbyterian School of Christian Education (VA)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)
Reed College (OR)
Regis College (CO)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Russell-Sage College (NY)
Saint Edward's University (TX)
Saint Joseph College (CT)
Saint Mary College (KS)
Saint Vincent College (PA)
Salem College (NC)
Salem College (WV)
Salve Regina--The Newport College (RI)
Samford University (AL)
Santa Clara University (CA)
School of the Ozarks, The (MO)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill (PA)

Participating Institutions, continued:

Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Southwestern Assemblies of God Colleges (TX)
Spalding University (NY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Texas Lutheran College (TX)
Tiffin University (OH)
Tri-State University (IN)
Trinity College Inc. (VT)
Trinity University (TX)
Tulane University (LA)
University of Dallas, The (TX)
University of Dayton (OH)
University of Detroit (MI)
University of Evansville (IN)
University of LaVerne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of St. Thomas (TX)
University of the South, The (TN)
University of Tampa, (FL)
Ursuline College (OH)
Valparaiso University (IN)
Villa Maria College (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westmar College (IA)
Westminister College of Salt Lake City (UT)
Whitman College (WA)
Wilkes College (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Wittenburg University (OH)

Total: 259

SALARY-TREND STUDY OF FACULTY IN AREA AND ETHNIC STUDIES FOR THE YEARS 1985-86 AND 1988-89

By
Richard D. Howe
and Willie Fleming

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1988-89. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 45 selected academic disciplines including area and ethnic studies. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of area and ethnic studies in the CIP is as follows:

> A summary of groups of instructional programs that describe the history, society, politics, culture, and economics of either a particular geographic region or a particular subset of the population sharing common racial characteristics or common traits and customs.*
>
> [*Gerald S. Malitz, A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1985], p. 43.--05.)]

This article presents a summary of the overall average salary increases in the discipline/major field of area and ethnic studies from the "baseline year"

of 1985-86 to and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the baseline year and the trend year. Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the baseline year and the trend year.

This study lists the average salaries of area and ethnic studies for both state and private participating institutions by rank, including "new assistant professor," the faculty mix percentage (FAC MIC PCT) and the salary factor. In addition comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1985-86 and 1988-89).

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Therefore, the CPI was used to yield a more precise representation of "real" salary increases over time.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees were full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .46 for associate professor of area and ethnic studies in the 1985-86 state study means that 46 percent of the faculty in that discipline/ major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of 1.04 for associate professors in the discipline/major field of area and ethnic studies in the 1985-86 state study means that their salaries are 4 percent higher than the average of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1985-86 or 1988-89). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 45 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of area and ethnic studies with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1985-86 and the "trend year" of 1988-89 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
STATE, 1985-86:							AREA AND ETHNIC STUDIES											
AVERAGE SALARY:	41576	33	10	32462	59	16	26533	34	13	21000	2	2	24000	1	1	33176	127	20
FAC MIX PCT:	0.26			0.46			0.27			0.02			0.01			1.00		
SALARY FACTOR:	1.09			1.04			1.02			0.84			1.16			1.06		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	38112	17636		31074	15884		25911	14019		25065	1932		20777	3986		31282	51525	202
FAC MIX PCT:	0.34			0.31			0.27			0.04			0.08			1.00		
STATE, 1988-89:							AREA AND ETHNIC STUDIES											
AVERAGE SALARY:	47859	50	16	38500	50	18	30829	32	15	29053	3	3	21619	3	3	39773	135	23
FAC MIX PCT:	0.37			0.37			0.24			0.02			0.02			1.00		
SALARY FACTOR:	1.07			1.06			1.01			0.99			0.92			1.09		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	44577	18904		36431	16110		30416	15286		29332	2573		23527	4252		36562	54552	202
FAC MIX PCT:	0.35			0.30			0.28			0.05			0.08			1.00		
PRIVATE, 1985-86:							AREA AND ETHNIC STUDIES											
AVERAGE SALARY:	43953	33	11	32671	37	13	25860	24	8	22000	1	1	NONE			34892	94	16
FAC MIX PCT:	0.35			0.39			0.26			0.01						1.00		
SALARY FACTOR:	1.15			1.11			1.07			0.94						1.17		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	38230	8391		29339	8352		24113	8321		23430	1204		19473	1985		29765	27049	259
FAC MIX PCT:	0.31			0.31			0.31			0.04			0.07			1.00		
PRIVATE, 1988-89:							AREA AND ETHNIC STUDIES											
AVERAGE SALARY:	49247	25	11	39122	23	7	26228	12	3	NONE			23117	2	1	40192	62	14
FAC MIX PCT:	0.40			0.37			0.19						0.03			1.00		
SALARY FACTOR:	1.10			1.13			0.92						1.02			1.15		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	44926	8877		34585	8852		28554	8980		28166	1388		22636	1918		35099	28627	259
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1985-86 AND 1988-89

In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of area and ethnic studies was reported in 20 of the 202 state (AASCU) institutions. The average salary of the 127 faculty was $33,176. This average salary was approximately 6 percent higher (1.06) than the average salary of $31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of area and ethnic studies was reported in 23 of the same 202 state (AASCU) institutions. The average salary of the 135 faculty was $39,773. This average salary was approximately 9 percent higher (1.09) than the average salary of $36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in the discipline/major field of area and ethnic studies after three years in the state institutions studied was 19.9 percent ($39,773 minus $33,176 equals $6,597). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 9.3 percent or an average of 3.1 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 16.9 percent ($36,562 minus $31,282 equals $5,280). In comparison to the discipline/major field of area and ethnic studies (19.9%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 3 percent (19.9% minus 16.9% equals 3.0%) less than faculty in the discipline/major field of area and ethnic studies.

The reader may note that the faculty mix percentage in area and ethnic

studies is lower at the professor rank than at the assistant professor rank in the 1985-86 study: 0.26 vs 0.27, but slightly higher in 1988-89, 0.37 vs 0.24, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.27 (1985-86) and 0.35 vs. 0.28 (1988-89), respectively.

Finally, the hiring rate of new assistant professors in area and ethnic studies in the state studies was lower than the hiring rate for ALL MAJOR FIELDS both in 1985-86, 1.6 percent (2/127) vs. 3.7 percent (1,932/51,525), respectively; and lower in 1988-89, 2.2 percent (3/135) vs. 4.7 percent (2,573/54,552), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of area and ethnic studies was reported in 16 of the 259 private institutions. The average salary of the 94 faculty was $34,892. This average salary was 17 percent higher (1.17) than the average salary of $29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the discipline/major field of area and ethnic studies was reported in 14 of the same 259 private institutions. The average salary of the 62 faculty was $40,192. This average salary was about 15 percent higher (1.15) than the average salary of $35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

The increase in average salaries for all faculty in area and ethnic studies after three years in the private institutions studied was 15.2 percent ($40,192 minus $34,892 equals $5,300). The CPI of increased cost-of-living between

October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 4.6 percent or 1.5 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 17.9 percent ($35,099 minus $29,765 equals $5,334). In comparison to the discipline/major field of area and ethnic studies (15.2%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.7 percent (17.9% minus 15.2% equals 2.7%) more than faculty in area and ethnic studies.

In the discipline/major field of area and ethnic studies, the reader may note that the faculty mix percentage varies at the professor rank in comparison to the assistant professor rank in both studies: 0.35 vs. 0.26 (1985-86), respectively; and 0.40 vs. 0.19, (1988-89), respectively. The professor rank is identical to the assistant professor rank for ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1985-86), respectively; and 0.31 vs. 0.31 (1988-89), respectively.

Finally, the reader may note that only 1 percent were hired in area and ethnic studies in the private study 1985-86 and no new assistant professors were hired in the 1988-89 study. In other words the hiring rate of new assistant professors in area and ethnic studies was much less for both of the private studies than the hiring rate of new assistant professors in ALL MAJOR FIELDS 4.5 (1,204/27,049) for 1985-86 and 4.8 percent (1,388/28,627) for 1988-89.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of area and ethnic studies and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 through the "trend year" of 1988-89. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 418 faculty in the discipline/major field of area and ethnic studies participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of area and ethnic studies is currently (1988-89) some 9 and 15 percent above the overall average faculty salaries of ALL MAJOR FIELDS in both the state and private studies, respectively. The average faculty salary for area and ethnic studies in the private institutions was over 5 percent greater compared to that in the state institutions in 1985-86. The overall salary average for area and ethnic studies faculty in all the private institutions is now (1988-89) 1 percent more in comparison to that for all the state institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in area and ethnic studies, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. Area and ethnic studies faculty salaries in both the state and private institutions exceeded faculty in ALL MAJOR FIELDS during this same

period. Area and ethnic studies faculty, however, in the state institutions have a little catching up to do in salary in comparison to their colleagues in the private institutions.

Third, the full professor rank appears to be increasing about equally in the private institutions and the state institutions. A smaller percentage of new assistant professors is being hired in the private institutions in comparison to the state institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in area and ethnic studies, and in other disciplines/major fields, on an annual basis.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF STATE Participating Institutions, page 11
C - LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURAL PRODUCTION

ANTHROPOLOGY

ARCHITECTURE AND ENVIRONMENTAL DESIGN

AREA AND ETHNIC STUDIES

AUDIOLOGY AND SPEECH PATHOLOGY

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER & INFORMATION SCIENCES

CURRICULUM AND INSTRUCTION

DRAMATIC ARTS

EDUCATION

EDUCATION ADMINISTRATION

ENGINEERING

FINE ARTS

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGICAL SCIENCES

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

STUDENT COUNSELING AND PERSONNEL SERVICES

TEACHER EDUCATION, GENERAL PROGRAMS

VISUAL AND PERFORMING ARTS

TOTAL: 45

APPENDIX B

CUPA State (AASCU) Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technological University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Blackhills State College (SD)
Bluefield State College (WV)
California State University at Fullerton (CA)
California State University at Long Beach (CA)
California State University at Stanislaus (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Christopher Newport College (VA)
Citadel, The Military College of S.C., The (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of Univ. of Virginia (VA)
College of Charleston (SC)
College of Staten Island - CUNY, The (NY)
Columbus College (GA)
Concord College (WV)
Dakota State College (SD)
Delta State College (MS)
Dickinson State University (SD)
East Central State University (OK)
East Stroudsburg University (PA)
East Texas State University (TX)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinsboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida A & M University (FL)
Florida Atlantic University (FL)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Georgia Southwestern College (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Keene State University (NH)
Kent State University (OH)
Kutztown University (PA)
Lake Superior State University (MI)
Lander College (SC)
Lewis Clark State College (ID)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport(LA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Morehead State University (KY)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Carolina A & T State University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern State College (SD)

Participating Institutions, continued:

Northwest Missouri State University (MO)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Pan American University (TX)
Peru State College (NB)
Pittsburg State University (KS)
Plymouth State College (NH)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Richard Stockton State College (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southern Illinois University of Carbondale (IL)
Southern Orange State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York at Plattsburgh (NY)
State University of New York College at Brockport (NY)
State University of New York College at Buffalo (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Genesco (NY)
Stephen F. Austin State University (TX)
SUNY College of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & I University (TX)
Texas A & M University at Galveston (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Baltimore (MD)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs(CO)
University of the District of Columbia, The (DC)
University of Houston at Clear Lake (TX)
University of Lowell (MA)
University of Maine at Presque Isle (ME)
University of Maryland-Baltimore County, The (MD)
University of Missouri - St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada at Las Vegas (NV)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Science & Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas, The (TX)
University of Texas at San Antonio (TX)
University of Wisconsin - Eau Claire (WI)
University of Wisconsin - La Crosse (WI)
University of Wisconsin - Oshkosh (WI)
University of Wisconsin - Platteville (WI)
University of Wisconsin - Stevens Point (WI)
University of Wisconsin - Stout (WI)
University of Wisconsin - Superior (WI)
University of Wisconsin - Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Weber State College (UT)
West Georgia College (GA)
West Liberty State College (WV)
West Texas State University (TX)
West Virginia College of Graduate Studies (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western New Mexico University (NM)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Western Washington University (WA)
Wichita State University, The (KS)
William Paterson College (NJ)
Winthrop College (SC)
Youngstown State University (OH)

Total: 202

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adelphi University (NY)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American Technological University (TX)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Assumption College (MA)
Augustana College (IL)
Averett College (VA)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barnard College (NY)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Bethany College (WV)
Bethel College (KS)
Bethel College (MN)
Bethune-Cookman College (FL)
Biola University (CA)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryant College (RI)
Bucknall University (PA)
Butler University (IN)
Cabrini College (PA)
Carlow College (PA)
Catholic University of America, The (DC)
Catholic University of Puerto Rico (PR)
Cedar Crest College (PA)
Central College (IA)
Central Wesleyan College (SC)
Christian Brothers College (TN)
Clarkson University (NY)
College Misericordia (PA)
College of Great Falls (MT)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of St. Joseph (VT)
College of Saint Rose, The (NY)
College of St. Scholastica (MN)
College of the Holy Cross (MA)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia College (WI)
Cooper Union for the Advancement of Sci. and Art,The(NY)
Cornell College (IA)
Cornell University (NY)
Covenant College (TN)
Creighton University (NE)
D'Youville College (NY)
Defiance College, The (OH)
DePaul University (IL)
DePauw University (IN)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blavelt (NY)
Drake University (IA)
Drew University (NJ)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elms College (MA)
Emerson College (MA)
Fairfield University (CT)
Fort Wayne Bible College (IN)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
George Fox College (OR)
George Washington University, The (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Grand View College (IA)
Greensboro College (NC)
Hamilton College (NY)
Hamline University (MN)

Participating Institutions, continued:

Hampton University (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Holy Family College (PA)
Houghton College (NY)
Howard University (DC)
Huron College (SD)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
Jarvis Christian College (TX)
John Carroll University ((OH)
Johns Hopkins University (MD)
Judson College (IL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
LaRoche College (PA)
Lafayette College (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Lebanon Valley College (PA)
LeMoyne College (NY)
Lenoir-Rhyne College (NC)
Lewis & Clark College (OR)
Limestone College (SC)
Linfield College (OR)
Long Island University (NY)
Loras College (IA)
Loyola College in Maryland (MD)
Lubbock Christian University (TX)
Luther College (IA)
Lynchburg College (VA)
Lyoming College (PA)
Madonna College (MI)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount Manhattan College (NY)
Maryville College (TN)
Marywood College (PA)
McPherson College (KS)
Mercy College of Detroit (MI)
Mercyhurst College (PA)
Meredith College (NC)
Midland Lutheran College (NE)
Millikin University (IL)
Millsaps College (MS)
Missouri Baptist College (MO)
Moravian College (PA)
Mount Mary College (WI)
Mount Mercy College (IA)
Mount St. Mary's College (CA)
Mount Vernon College (DC)
Mount Vernon Nazarene College (OH)
Muskingum College (OH)
Nazareth College (MI)
Neumann College (PA)
New England College (NH)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Ottawa University (KS)
Our Lady of Holy Cross College (LA)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Presbyterian College (SC)
Presbyterian School of Christian Education (VA)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)
Reed College (OR)
Regis College (CO)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Russell-Sage College (NY)
Saint Edward's University (TX)
Saint Joseph College (CT)
Saint Mary College (KS)
Saint Vincent College (PA)
Salem College (NC)
Salem College (WV)
Salve Regina--The Newport College (RI)
Samford University (AL)
Santa Clara University (CA)
School of the Ozarks, The (MO)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill (PA)

Participating Institutions, continued:

Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Southwestern Assemblies of God Colleges (TX)
Spalding University (NY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Texas Lutheran College (TX)
Tiffin University (OH)
Tri-State University (IN)
Trinity College Inc. (VT)
Trinity University (TX)
Tulane University (LA)
University of Dallas, The (TX)
University of Dayton (OH)
University of Detroit (MI)
University of Evansville (IN)
University of LaVerne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of St. Thomas (TX)
University of the South, The (TN)
University of Tampa, (FL)
Ursuline College (OH)
Valparaiso University (IN)
Villa Maria College (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westmar College (IA)
Westminister College of Salt Lake City (UT)
Whitman College (WA)
Wilkes College (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Wittenburg University (OH)

Total: 259

SALARY-TREND STUDY OF FACULTY IN AUDIOLOGY AND SPEECH PATHOLOGY FOR THE YEARS 1985-86 AND 1988-89

By
Richard D. Howe
and Mary Ruth Sizer

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1988-89. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 45 selected academic disciplines including audiology and speech pathology. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of audiology and speech pathology in the CIP is as follows:

> An instructional program that describes the nature and treatment of hearing and speech disorders, including the principles and techniques of providing therapy that restores or partially restores normal functioning.*
>
> [*Gerald S. Malitz, A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1985], p.96.--18.01)]

This article presents a summary of the overall average salary increases in the

discipline/major field of audiology and speech pathology from the "baseline year" of 1985-86 to and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the baseline year and the trend year. Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the baseline year and the trend year.

This study lists the average salaries of faculty in audiology and speech pathology for both state and private participating institutions by rank, including "new assistant professors," the faculty mix percentage (FAC MIX PCT) and the salary factor. In addition comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1985-86 and 1988-89).

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Therefore, the CPI was used to yield a more precise representation of "real" salary increases over time.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees were full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .28 for associate professor of audiology and speech pathology in the 1985-86 state study means that 28 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of 0.96 for assistant professors in the discipline/major field of audiology and speech pathology in the 1985-86 state study means that their salaries are 4 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1985-86 or 1988-89). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 45 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of audiology and speech pathology with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1985-86 and the "trend year" of 1988-89 will lessen

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
STATE, 1985-86:							AUDIOLOGY AND SPEECH PATHOLOGY											
AVERAGE SALARY:	38687	147	51	30810	129	55	24998	142	57	24186	22	19	21052	45	28	30580	463	70
FAC MIX PCT:	0.32			0.28			0.31			0.05			0.10			1.00		
SALARY FACTOR:	1.02			0.99			0.96			0.96			1.01			0.98		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	38112	17636		31074	15884		25911	14019		25065	1932		20777	3986		31282	51525	202
FAC MIX PCT:	0.34			0.31			0.27			0.04			0.08			1.00		
STATE, 1988-89:							AUDIOLOGY AND SPEECH PATHOLOGY											
AVERAGE SALARY:	44505	131	49	36107	123	50	28079	121	48	26922	22	18	23134	38	22	35224	413	65
FAC MIX PCT:	0.32			0.30			0.29			0.05			0.09			1.00		
SALARY FACTOR:	1.00			0.99			0.92			0.92			0.98			0.96		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	44577	18904		36431	16110		30416	15286		29332	2573		23527	4252		36562	54552	202
FAC MIX PCT:	0.35			0.30			0.28			0.05			0.08			1.00		
PRIVATE, 1985-86:							AUDIOLOGY AND SPEECH PATHOLOGY											
AVERAGE SALARY:	40737	20	11	30729	25	11	25227	24	14	26600	5	4	20072	5	4	30929	74	18
FAC MIX PCT:	0.27			0.34			0.32			0.07			0.07			1.00		
SALARY FACTOR:	1.07			1.05			1.05			1.14			1.03			1.04		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	38230	8391		29339	8352		24113	8321		23430	1204		19473	1985		29765	27049	259
FAC MIX PCT:	0.31			0.31			0.31			0.04			0.07			1.00		
PRIVATE, 1988-89:							AUDIOLOGY AND SPEECH PATHOLOGY											
AVERAGE SALARY:	48068	18	10	35703	20	11	29697	29	14	27000	5	5	22482	6	4	35279	73	19
FAC MIX PCT:	0.25			0.27			0.40			0.07			0.08			1.00		
SALARY FACTOR:	1.07			1.03			1.04			0.96			0.99			1.01		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	44926	8877		34585	8852		28554	8980		28166	1388		22636	1918		35099	28627	259
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		

the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1985-86 AND 1988-89

In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of audiology and speech pathology was reported in 70 of the 202 state (AASCU) institutions. The average salary of the 463 faculty was $30,580. This average salary was 2 percent lower (0.98) than the average salary of $31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of audiology and speech pathology was reported in 65 of the same 202 state (AASCU) institutions. The average salary of the 413 faculty was $35,224. This average salary was 4 percent lower (0.96) than the average salary of $36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in the discipline/major field of audiology and speech pathology after three years in the state institutions studied was 15.2 percent ($35,224 minus $30,580 equals $4,644). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 4.6 percent or an average of 1.5 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 16.9 percent ($36,562 minus $31,282 equals $5,280). In comparison to the discipline/major field of audiology and speech pathology (15.2%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries 1.7 percent more.

The reader may note that the faculty mix percentage in audiology and speech

pathology is slightly higher at the professor rank than at the assistant professor rank in both the 1985-86 state study: (0.32 vs 0.31), and (0.32 vs 0.29) in the 1988-89 state study. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies is as follows: 0.34 vs. 0.27 (1985-86) and 0.35 vs. 0.28 (1988-89), respectively.

Finally, the hiring rate of new assistant professors in audiology and speech pathology in the state studies exceeded the hiring rate in ALL MAJOR FIELDS in both 1985-86, 4.8 percent (22/463) vs. 3.7 percent (1,932/ 51,525), and in 1988-89: it was slightly lower, 5.3 percent (22/413) vs. 4.7 percent (2,573/54,552), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of audiology and speech pathology was reported in 18 of the 259 private institutions. The average salary of the 74 faculty was $30,929. This average salary was 4 percent higher (1.04) than the average salary of $29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the discipline/major field of audiology and speech pathology was reported in 19 of the same 259 private institutions. The average salary of the 73 faculty was $35,279. This average salary was about 1 percent (1.01) higher than the average salary of $35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

The increase in average salaries for all faculty in audiology and speech pathology after three years in the private institutions studied was 14.1 percent ($35,279 minus $30,929 equals $4,350). The CPI of increased cost-

of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 3.5 percent or 1.2 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 17.9 percent ($35,099 minus $29,765 equals $5,334). In comparison to the discipline/major field of audiology and speech pathology (14.1%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries slightly more than the faculty in audiology and speech pathology.

In the discipline/major field of audiology and speech pathology, the reader may note that the faculty mix percentage at the professor rank is lower than at the assistant professor rank in the 1985-86 private study: 0.27 vs. 0.32 (1985-86), and is much lower than at the assistant professor rank in the 1988-89 private study: 0.25 vs. 0.40. This is quite different from ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1985-86), respectively; and 0.31 vs. 0.31 (1988-89), respectively. In other words ALL MAJOR FIELDS had a higher percentage of professors and a lower percentage of assistant professors in both the 1985-86 and the 1988-89 private studies when compared to audiology and speech pathology.

Finally, the reader may note that the hiring rate of new assistant professors in audiology and speech pathology in the private studies was greater than the hiring rate in ALL MAJOR FIELDS both in 1985-86, 6.7 percent (5/74) vs. 4.5 percent (1,204/ 27,049) respectively; and in 1988-89, 6.8 percent (5/73) vs. 4.8 percent (1,388/28,627), respectively. In other words the hiring rate in the discipline/major field of audiology and speech pathology exceeds ALL MAJOR FIELDS in both the private studies of 1985-86 and 1988-89.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of audiology and speech pathology and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 through the "trend year" of 1988-89. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,023 faculty in the discipline/major field of audiology and speech pathology participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of audiology and speech pathology is currently (1988-89) some 4 percent below the overall average faculty salaries of ALL MAJOR FIELDS in the state study, and is 1 percent above ALL MAJOR FIELDS in the private study. The average faculty salary for audiology and speech pathology in the state institutions was 1.1 percent less than that in the private institutions in 1985-86. The overall salary average in the private institutions is now (1988-89), however, almost equal to that of the state institutions: $35,279 vs. $35,224, respectively.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in audiology and speech pathology, in both the state and private institutions, received overall salary increases for three years below the cost-of-living. Audiology and speech pathology faculty salaries in the state institutions lagged behind faculty salaries in ALL MAJOR FIELDS during this same

period and faculty in the private institutions were barely ahead. Audiology and speech pathology faculty in the state institutions have some catching up to do in salary in comparison to their colleagues ALL MAJOR FIELDS.

Third, in the discipline/major field of audiology and speech pathology the assistant professor rank has a much greater percentage (0.4) compared to the full professor rank (0.25) in the 1988-89 study. However, it seems an equal percentage of new assistant professors are being hired in the private institutions both in 1985-86 and in 1988-89: (0.05%,0.05% and 0.07%, 0.07%) respectively.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in audiology and speech pathology, and in other disciplines/major fields, on an annual basis.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF STATE Participating Institutions, page 11
C - LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURAL PRODUCTION

ANTHROPOLOGY

ARCHITECTURE AND ENVIRONMENTAL DESIGN

AREA AND ETHNIC STUDIES

AUDIOLOGY AND SPEECH PATHOLOGY

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER & INFORMATION SCIENCES

CURRICULUM AND INSTRUCTION

DRAMATIC ARTS

EDUCATION

EDUCATION ADMINISTRATION

ENGINEERING

FINE ARTS

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGICAL SCIENCES

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

STUDENT COUNSELING AND PERSONNEL SERVICES

TEACHER EDUCATION, GENERAL PROGRAMS

VISUAL AND PERFORMING ARTS

TOTAL: 45

APPENDIX B

CUPA State (AASCU) Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technological University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Blackhills State College (SD)
Bluefield State College (WV)
California State University at Fullerton (CA)
California State University at Long Beach (CA)
California State University at Stanislaus (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Christopher Newport College (VA)
Citadel, The Military College of S.C., The (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of Univ. of Virginia (VA)
College of Charleston (SC)
College of Staten Island - CUNY, The (NY)
Columbus College (GA)
Concord College (WV)
Dakota State College (SD)
Delta State College (MS)
Dickinson State University (SD)
East Central State University (OK)
East Stroudsburg University (PA)
East Texas State University (TX)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinsboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida A & M University (FL)
Florida Atlantic University (FL)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Georgia Southwestern College (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Keene State University (NH)
Kent State University (OH)
Kutztown University (PA)
Lake Superior State University (MI)
Lander College (SC)
Lewis Clark State College (ID)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport(LA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Morehead State University (KY)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Carolina A & T State University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern State College (SD)

Participating Institutions, continued:

Northwest Missouri State University (MO)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Pan American University (TX)
Peru State College (NB)
Pittsburg State University (KS)
Plymouth State College (NH)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Richard Stockton State College (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southern Illinois University of Carbondale (IL)
Southern Orange State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York at Plattsburgh (NY)
State University of New York College at Brockport (NY)
State University of New York College at Buffalo (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Genesco (NY)
Stephen F. Austin State University (TX)
SUNY College of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & I University (TX)
Texas A & M University at Galveston (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Baltimore (MD)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs(CO)
University of the District of Columbia, The (DC)
University of Houston at Clear Lake (TX)
University of Lowell (MA)
University of Maine at Presque Isle (ME)
University of Maryland-Baltimore County, The (MD)
University of Missouri - St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada at Las Vegas (NV)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Science & Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas, The (TX)
University of Texas at San Antonio (TX)
University of Wisconsin - Eau Claire (WI)
University of Wisconsin - La Crosse (WI)
University of Wisconsin - Oshkosh (WI)
University of Wisconsin - Platteville (WI)
University of Wisconsin - Stevens Point (WI)
University of Wisconsin - Stout (WI)
University of Wisconsin - Superior (WI)
University of Wisconsin - Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Weber State College (UT)
West Georgia College (GA)
West Liberty State College (WV)
West Texas State University (TX)
West Virginia College of Graduate Studies (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western New Mexico University (NM)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Western Washington University (WA)
Wichita State University, The (KS)
William Paterson College (NJ)
Winthrop College (SC)
Youngstown State University (OH)

Total: 202

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adelphi University (NY)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American Technological University (TX)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Assumption College (MA)
Augustana College (IL)
Averett College (VA)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barnard College (NY)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Bethany College (WV)
Bethel College (KS)
Bethel College (MN)
Bethune-Cookman College (FL)
Biola University (CA)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryant College (RI)
Bucknall University (PA)
Butler University (IN)
Cabrini College (PA)
Carlow College (PA)
Catholic University of America, The (DC)
Catholic University of Puerto Rico (PR)
Cedar Crest College (PA)
Central College (IA)
Central Wesleyan College (SC)
Christian Brothers College (TN)
Clarkson University (NY)
College Misericordia (PA)
College of Great Falls (MT)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of St. Joseph (VT)
College of Saint Rose, The (NY)
College of St. Scholastica (MN)
College of the Holy Cross (MA)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia College (WI)
Cooper Union for the Advancement of Sci. and Art,The(NY)
Cornell College (IA)
Cornell University (NY)
Covenant College (TN)
Creighton University (NE)
D'Youville College (NY)
Defiance College, The (OH)
DePaul University (IL)
DePauw University (IN)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blavelt (NY)
Drake University (IA)
Drew University (NJ)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elms College (MA)
Emerson College (MA)
Fairfield University (CT)
Fort Wayne Bible College (IN)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
George Fox College (OR)
George Washington University, The (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Grand View College (IA)
Greensboro College (NC)
Hamilton College (NY)
Hamline University (MN)

Participating Institutions, continued:

Hampton University (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Holy Family College (PA)
Houghton College (NY)
Howard University (DC)
Huron College (SD)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
Jarvis Christian College (TX)
John Carroll University ((OH)
Johns Hopkins University (MD)
Judson College (IL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
LaRoche College (PA)
Lafayette College (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Lebanon Valley College (PA)
LeMoyne College (NY)
Lenoir-Rhyne College (NC)
Lewis & Clark College (OR)
Limestone College (SC)
Linfield College (OR)
Long Island University (NY)
Loras College (IA)
Loyola College in Maryland (MD)
Lubbock Christian University (TX)
Luther College (IA)
Lynchburg College (VA)
Lyoming College (PA)
Madonna College (MI)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount Manhattan College (NY)
Maryville College (TN)
Marywood College (PA)
McPherson College (KS)
Mercy College of Detroit (MI)
Mercyhurst College (PA)
Meredith College (NC)
Midland Lutheran College (NE)
Millikin University (IL)
Millsaps College (MS)
Missouri Baptist College (MO)
Moravian College (PA)
Mount Mary College (WI)
Mount Mercy College (IA)
Mount St. Mary's College (CA)
Mount Vernon College (DC)
Mount Vernon Nazarene College (OH)
Muskingum College (OH)
Nazareth College (MI)
Neumann College (PA)
New England College (NH)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Ottawa University (KS)
Our Lady of Holy Cross College (LA)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Presbyterian College (SC)
Presbyterian School of Christian Education (VA)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)
Reed College (OR)
Regis College (CO)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Russell-Sage College (NY)
Saint Edward's University (TX)
Saint Joseph College (CT)
Saint Mary College (KS)
Saint Vincent College (PA)
Salem College (NC)
Salem College (WV)
Salve Regina--The Newport College (RI)
Samford University (AL)
Santa Clara University (CA)
School of the Ozarks, The (MO)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill (PA)

Participating Institutions, continued:

Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Southwestern Assemblies of God Colleges (TX)
Spalding University (NY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Texas Lutheran College (TX)
Tiffin University (OH)
Tri-State University (IN)
Trinity College Inc. (VT)
Trinity University (TX)
Tulane University (LA)
University of Dallas, The (TX)
University of Dayton (OH)
University of Detroit (MI)
University of Evansville (IN)
University of LaVerne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of St. Thomas (TX)
University of the South, The (TN)
University of Tampa, (FL)
Ursuline College (OH)
Valparaiso University (IN)
Villa Maria College (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westmar College (IA)
Westminister College of Salt Lake City (UT)
Whitman College (WA)
Wilkes College (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Wittenburg University (OH)

Total: 259

SALARY-TREND STUDY OF FACULTY IN BUSINESS ADMINISTRATION AND MANAGEMENT FOR THE YEARS 1985-86 AND 1988-89

By
Richard D. Howe
and Sandhya Maharaj

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1988-89. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 45 selected academic disciplines including business administration and management. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of business administration and management in the CIP is as follows:

> An instructional program that generally describes the planning, organizing and controlling of a business, including organizational and human aspects, with emphasis on various theories of management, the knowledge and understanding necessary for managing people and functions, and decision making.*
>
> [*Gerald S. Malitz, A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1985] p. 45.--06.04)]

This article presents a summary of the overall average salary increases in

the discipline/major field of business administration and management from the "baseline year" of 1985-86 to and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the baseline year and the trend year. Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the baseline year and the trend year.

This study lists the average salaries of faculty in business administration and management for both state and private participating institutions by rank including "new assistant professor," the faculty mix percentage (FAC MIX PCT) and the salary factor. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1985-86 and 1988-89).

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Therefore, the CPI was used to yield a more precise representation of "real" salary increases over time.

The salary is based on a nine-or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees were full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .32 for associate professor of business administration and management in the 1985-86 state study means that 32 percent of the faculty in that discipline/ major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of 1.15 for assistant professors in the discipline/major field of business administration and management in the 1985-86 state study means that their salaries are 15 percent higher than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1985-86 or 1988-89). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 45 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of business administration and management with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1985-86 and the "trend year" of 1988-89 will lessen the reliability and validity of any conclusions that one might make

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
STATE, 1985-86:							BUSINESS ADMINISTRATION & MANAGEMENT											
AVERAGE SALARY:	41186	559	120	34603	645	133	29674	613	130	30371	102	61	21950	217	87	33576	2034	144
FAC MIX PCT:	0.27			0.32			0.30			0.05			0.11			1.00		
SALARY FACTOR:	1.08			1.11			1.15			1.21			1.06			1.07		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	38112	17636		31074	15884		25911	14019		25065	1932		20777	3986		31282	51525	202
FAC MIX PCT:	0.34			0.31			0.27			0.04			0.08			1.00		
STATE, 1988-89:							BUSINESS ADMINISTRATION & MANAGEMENT											
AVERAGE SALARY:	48495	523	120	41542	607	131	36323	599	132	38645	106	63	25632	176	76	40340	1905	141
FAC MIX PCT:	0.27			0.32			0.31			0.06			0.09			1.00		
SALARY FACTOR:	1.09			1.14			1.19			1.32			1.09			1.10		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	44577	18904		36431	16110		30416	15286		29332	2573		23527	4252		36562	54552	202
FAC MIX PCT:	0.35			0.30			0.28			0.05			0.08			1.00		
PRIVATE, 1985-86:							BUSINESS ADMINISTRATION & MANAGEMENT											
AVERAGE SALARY:	42056	207	79	33261	360	108	26972	369	131	28245	59	43	21460	93	48	31708	1029	159
FAC MIX PCT:	0.20			0.35			0.36			0.06			0.09			1.00		
SALARY FACTOR:	1.10			1.13			1.12			1.21			1.10			1.07		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	38230	8391		29339	8352		24113	8321		23430	1204		19473	1985		29765	27049	259
FAC MIX PCT:	0.31			0.31			0.31			0.04			0.07			1.00		
PRIVATE, 1988-89:							BUSINESS ADMINISTRATION & MANAGEMENT											
AVERAGE SALARY:	49037	252	90	38928	384	118	32837	410	120	34144	79	49	24333	63	36	38144	1109	158
FAC MIX PCT:	0.23			0.35			0.37			0.07			0.06			1.00		
SALARY FACTOR:	1.09			1.13			1.15			1.21			1.07			1.09		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	44926	8877		34585	8852		28554	8980		28166	1388		22636	1918		35099	28627	259
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		

based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1985-86 AND 1988-89

In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of business administration and management was reported in 144 of the 202 state (AASCU) institutions. The average salary of the 2,034 faculty was $33,576. This average salary was approximately 7 percent (1.07) higher than the average salary of $31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of business administration and management was reported in 141 of the same 202 state (AASCU) institutions. The average salary of the 1,905 faculty was $40,340. This average salary was approximately 10 percent (1.10) higher than the average salary of $36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in business administration and management after three years in the state institutions studied was 20.1 percent ($40,340 minus $33,576 equals $6,764). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 9.5 percent or an average of 3.2 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 16.9 percent ($36,562 minus $31,282 equals $5,280). In comparison to the discipline/major field of business administration and management (20.1%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 3.2 percent (20.1% minus 16.9% equals 3.2%) less than faculty in the discipline/major field of business administration and management.

The reader may note that the faculty mix percentage in business administration and management is lower at the professor rank than at the assistant professor rank in both the state studies: 0.27 vs 0.30 (1985-86) and 0.27 vs 0.31 (1988-89), respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.27 (1985-86) and 0.35 vs. 0.28 (1988-89), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to business administration and management in both of the state studies.

Finally, the hiring rate of new assistant professors in business administration and management in the state studies was higher than the hiring rate in ALL MAJOR FIELDS both in 1985-86, 5 percent (102/2,034) vs. 3.7 percent (1,932/51,525), respectively; and in 1988-89, 5.6 percent (106/1,905) vs. 4.7 percent (2,573/54,552), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of business administration and management was reported in 159 of the 259 private institutions. The average salary of the 1,029 faculty was $31,708. This average salary was approximately 7 percent (1.07) higher than the average salary of $29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the discipline/major field of business administration and management was reported in 158 of the same 259 private institutions. The average salary of the 1,109 faculty was $38,144. This average salary was about 9 percent (1.09) higher than the average salary of $35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

The increase in average salaries for all faculty in business administration and management after three years in the private institutions studied was 20.3 percent ($38,144 minus $31,708 equals $6,436). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 9.7 percent or 3.2 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 17.9 percent ($35,099 minus $29,765 equals $5,334). In comparison to the discipline/major field of business administration and management (20.3%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.4 percent (20.3% minus 17.9% equals 2.4%) less than faculty in business administration and management.

In the discipline/major field of business administration and management, the reader may note that the faculty mix percentage at the professor rank is less than at the assistant professor rank in the private studies: 0.20 vs. 0.36 (1985-86), respectively; and 0.23 vs. 0.37 (1988-89), respectively. This is quite different from ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1985-86), respectively; and 0.31 vs. 0.31 (1988-89), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to business administration and management in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in business administration and management in the private studies was greater than the hiring rate in ALL MAJOR FIELDS both in 1985-86, 5.7 percent (59/1,029) vs. 4.5 percent (1,204/27,049), respectively; and in 1988-89, 7.1 percent (79/1,109) vs. 4.8 percent (1,388/28,627), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of business administration and management and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 through the "trend year" of 1988-89. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 6,077 faculty in the discipline/major field of business administration and management participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of business administration and management is currently (1988-89) some 10 and 9 percent above the overall average faculty salary of the other ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for business administration and management in the private institutions was less compared to that in the state institutions in 1985-86. The overall salary average in the private institutions is now (1988-89) $2,196 below that for the state institutions (5.8%).

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in business administration and management, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. Business administration and management faculty salaries in both the state and private institutions exceeded faculty salaries

in ALL MAJOR FIELDS during this same period.

Third, in the discipline/major field of business administration and management the assistant professor rank has a greater percentage compared to the full professor rank for both the state and private studies. The full professor rank appears to be increasing at approximately the same rate both in the state and private institutions. It seems a slighty larger percentage of new assistant professors are being hired in the private institutions in comparison to the state institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in business administration and management, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Sandhya Maharaj is a research analyst in the Office of Equal Opportunity Programs at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF STATE Participating Institutions, page 11
C - LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURAL PRODUCTION

ANTHROPOLOGY

ARCHITECTURE AND ENVIRONMENTAL DESIGN

AREA AND ETHNIC STUDIES

AUDIOLOGY AND SPEECH PATHOLOGY

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER & INFORMATION SCIENCES

CURRICULUM AND INSTRUCTION

DRAMATIC ARTS

EDUCATION

EDUCATION ADMINISTRATION

ENGINEERING

FINE ARTS

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGICAL SCIENCES

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

STUDENT COUNSELING AND PERSONNEL SERVICES

TEACHER EDUCATION, GENERAL PROGRAMS

VISUAL AND PERFORMING ARTS

TOTAL: 45

APPENDIX B

CUPA State (AASCU) Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technological University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Blackhills State College (SD)
Bluefield State College (WV)
California State University at Fullerton (CA)
California State University at Long Beach (CA)
California State University at Stanislaus (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Christopher Newport College (VA)
Citadel, The Military College of S.C., The (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of Univ. of Virginia (VA)
College of Charleston (SC)
College of Staten Island - CUNY, The (NY)
Columbus College (GA)
Concord College (WV)
Dakota State College (SD)
Delta State College (MS)
Dickinson State University (SD)
East Central State University (OK)
East Stroudsburg University (PA)
East Texas State University (TX)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinsboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida A & M University (FL)
Florida Atlantic University (FL)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Georgia Southwestern College (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Keene State University (NH)
Kent State University (OH)
Kutztown University (PA)
Lake Superior State University (MI)
Lander College (SC)
Lewis Clark State College (ID)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport(LA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Morehead State University (KY)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Carolina A & T State University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern State College (SD)

Participating Institutions, continued:

Northwest Missouri State University (MO)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Pan American University (TX)
Peru State College (NB)
Pittsburg State University (KS)
Plymouth State College (NH)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Richard Stockton State College (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southern Illinois University of Carbondale (IL)
Southern Orange State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York at Plattsburgh (NY)
State University of New York College at Brockport (NY)
State University of New York College at Buffalo (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Genesco (NY)
Stephen F. Austin State University (TX)
SUNY College of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & I University (TX)
Texas A & M University at Galveston (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Baltimore (MD)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs(CO)
University of the District of Columbia, The (DC)
University of Houston at Clear Lake (TX)
University of Lowell (MA)
University of Maine at Presque Isle (ME)
University of Maryland-Baltimore County, The (MD)
University of Missouri - St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada at Las Vegas (NV)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Science & Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas, The (TX)
University of Texas at San Antonio (TX)
University of Wisconsin - Eau Claire (WI)
University of Wisconsin - La Crosse (WI)
University of Wisconsin - Oshkosh (WI)
University of Wisconsin - Platteville (WI)
University of Wisconsin - Stevens Point (WI)
University of Wisconsin - Stout (WI)
University of Wisconsin - Superior (WI)
University of Wisconsin - Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Weber State College (UT)
West Georgia College (GA)
West Liberty State College (WV)
West Texas State University (TX)
West Virginia College of Graduate Studies (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western New Mexico University (NM)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Western Washington University (WA)
Wichita State University, The (KS)
William Paterson College (NJ)
Winthrop College (SC)
Youngstown State University (OH)

Total: 202

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adelphi University (NY)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American Technological University (TX)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Assumption College (MA)
Augustana College (IL)
Averett College (VA)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barnard College (NY)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Bethany College (WV)
Bethel College (KS)
Bethel College (MN)
Bethune-Cookman College (FL)
Biola University (CA)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryant College (RI)
Bucknall University (PA)
Butler University (IN)
Cabrini College (PA)
Carlow College (PA)
Catholic University of America, The (DC)
Catholic University of Puerto Rico (PR)
Cedar Crest College (PA)
Central College (IA)
Central Wesleyan College (SC)
Christian Brothers College (TN)
Clarkson University (NY)
College Misericordia (PA)
College of Great Falls (MT)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of St. Joseph (VT)
College of Saint Rose, The (NY)
College of St. Scholastica (MN)
College of the Holy Cross (MA)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia College (WI)
Cooper Union for the Advancement of Sci. and Art,The(NY)
Cornell College (IA)
Cornell University (NY)
Covenant College (TN)
Creighton University (NE)
D'Youville College (NY)
Defiance College, The (OH)
DePaul University (IL)
DePauw University (IN)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blavelt (NY)
Drake University (IA)
Drew University (NJ)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elms College (MA)
Emerson College (MA)
Fairfield University (CT)
Fort Wayne Bible College (IN)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
George Fox College (OR)
George Washington University, The (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Grand View College (IA)
Greensboro College (NC)
Hamilton College (NY)
Hamline University (MN)

Participating Institutions, continued:

Hampton University (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Holy Family College (PA)
Houghton College (NY)
Howard University (DC)
Huron College (SD)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
Jarvis Christian College (TX)
John Carroll University ((OH)
Johns Hopkins University (MD)
Judson College (IL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
LaRoche College (PA)
Lafayette College (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Lebanon Valley College (PA)
LeMoyne College (NY)
Lenoir-Rhyne College (NC)
Lewis & Clark College (OR)
Limestone College (SC)
Linfield College (OR)
Long Island University (NY)
Loras College (IA)
Loyola College in Maryland (MD)
Lubbock Christian University (TX)
Luther College (IA)
Lynchburg College (VA)
Lyoming College (PA)
Madonna College (MI)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount Manhattan College (NY)
Maryville College (TN)
Marywood College (PA)
McPherson College (KS)
Mercy College of Detroit (MI)
Mercyhurst College (PA)
Meredith College (NC)
Midland Lutheran College (NE)
Millikin University (IL)
Millsaps College (MS)
Missouri Baptist College (MO)
Moravian College (PA)
Mount Mary College (WI)
Mount Mercy College (IA)
Mount St. Mary's College (CA)
Mount Vernon College (DC)
Mount Vernon Nazarene College (OH)
Muskingum College (OH)
Nazareth College (MI)
Neumann College (PA)
New England College (NH)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Ottawa University (KS)
Our Lady of Holy Cross College (LA)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Presbyterian College (SC)
Presbyterian School of Christian Education (VA)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)
Reed College (OR)
Regis College (CO)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Russell-Sage College (NY)
Saint Edward's University (TX)
Saint Joseph College (CT)
Saint Mary College (KS)
Saint Vincent College (PA)
Salem College (NC)
Salem College (WV)
Salve Regina--The Newport College (RI)
Samford University (AL)
Santa Clara University (CA)
School of the Ozarks, The (MO)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill (PA)

Participating Institutions, continued:

Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Southwestern Assemblies of God Colleges (TX)
Spalding University (NY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Texas Lutheran College (TX)
Tiffin University (OH)
Tri-State University (IN)
Trinity College Inc. (VT)
Trinity University (TX)
Tulane University (LA)
University of Dallas, The (TX)
University of Dayton (OH)
University of Detroit (MI)
University of Evansville (IN)
University of LaVerne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of St. Thomas (TX)
University of the South, The (TN)
University of Tampa, (FL)
Ursuline College (OH)
Valparaiso University (IN)
Villa Maria College (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westmar College (IA)
Westminister College of Salt Lake City (UT)
Whitman College (WA)
Wilkes College (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Wittenburg University (OH)

Total: 259

SALARY-TREND STUDY OF FACULTY IN BUSINESS AND MANAGEMENT FOR THE YEARS 1985-86 AND 1988-89

By
Richard D. Howe
and Maryon Urquhart

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1988-89. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 45 selected academic disciplines including business and management. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of business and management in the CIP is as follows:

> A summary of groups of instructional programs that describe the processes of purchasing, selling, producing, and interchanging of goods, commodities, and services in profit making and non-profit state and private institutions and agencies.*
>
> [*Gerald S. Malitz, A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1985] p. 44.--06)]

This article presents a summary of the overall average salary increases in the discipline/major field of business and management from the "baseline year"

of 1985-86 to and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the baseline year and the trend year. Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the baseline year and the trend year.

This study lists the average salaries of faculty in business and management for both state and private participating institutions by rank including "new assistant professor," the faculty mix percentage (FAC MIX PCT) and the salary factor. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1985-86 and 1988-89).

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Therefore, the CPI was used to yield a more precise representation of "real" salary increases over time.

The salary is based on a nine-or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees were full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .30 for associate professor of business and management in the 1985-86 state study means that 30 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of 1.17 for assistant professors in the discipline/major field of business and management in the 1985-86 state study means that their salaries are 17 percent higher than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1985-86 or 1988-89). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 45 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of business and management with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1985-86 and the "trend year" of 1988-89 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
STATE, 1985-86:							BUSINESS & MANAGEMENT											
AVERAGE SALARY:	41484	414	72	35365	480	79	30240	514	79	30762	83	37	22385	194	54	33730	1602	89
FAC MIX PCT:	0.26			0.30			0.32			0.05			0.12			1.00		
SALARY FACTOR:	1.09			1.14			1.17			1.23			1.08			1.08		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	38112	17636		31074	15884		25911	14019		25065	1932		20777	3986		31282	51525	202
FAC MIX PCT:	0.34			0.31			0.27			0.04			0.08			1.00		
STATE, 1988-89:							BUSINESS & MANAGEMENT											
AVERAGE SALARY:	50076	530	90	41748	535	87	36267	560	92	37548	109	54	27927	169	62	41195	1794	102
FAC MIX PCT:	0.30			0.30			0.31			0.06			0.09			1.00		
SALARY FACTOR:	1.12			1.15			1.19			1.28			1.19			1.13		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	44577	18904		36431	16110		30416	15286		29332	2573		23527	4252		36562	54552	202
FAC MIX PCT:	0.35			0.30			0.28			0.05			0.08			1.00		
PRIVATE, 1985-86:							BUSINESS & MANAGEMENT											
AVERAGE SALARY:	43372	202	60	34545	251	61	28421	289	72	28829	51	30	22704	67	33	33580	809	96
FAC MIX PCT:	0.25			0.31			0.36			0.06			0.08			1.00		
SALARY FACTOR:	1.13			1.18			1.18			1.23			1.17			1.13		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	38230	8391		29339	8352		24113	8321		23430	1204		19473	1985		29765	27049	259
FAC MIX PCT:	0.31			0.31			0.31			0.04			0.07			1.00		
PRIVATE, 1988-89:							BUSINESS & MANAGEMENT											
AVERAGE SALARY:	56602	208	56	42874	287	72	35992	406	91	37448	53	33	26435	93	36	41397	994	109
FAC MIX PCT:	0.21			0.29			0.41			0.05			0.09			1.00		
SALARY FACTOR:	1.26			1.24			1.26			1.33			1.17			1.18		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	44926	8877		34585	8852		28554	8980		28166	1388		22636	1918		35099	28627	259
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1985-86 AND 1988-89

In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of business and management was reported in 89 of the 202 state (AASCU) institutions. The average salary of the 1,602 faculty was $33,730. This average salary was approximately 8 percent (1.08) higher than the average salary of $31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of business and management was reported in 102 of the same 202 state (AASCU) institutions. The average salary of the 1,794 faculty was $41,195. This average salary was approximately 13 percent (1.13) higher than the average salary of $36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in business and management after three years in the state institutions studied was 22.1 percent ($41,195 minus $33,730 equals $7,465). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 11.5 percent or an average of 3.8 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 16.9 percent ($36,562 minus $31,282 equals $5,280). In comparison to the discipline/major field of business and management (22.1%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 5.2 percent (22.1% minus 16.9% equals 5.2%) less than faculty in the discipline/major field of business and management.

The reader may note that the faculty mix percentage in business and management is lower at the professor rank than at the assistant professor rank in

both the state studies: 0.26 vs 0.32 (1985-86) and 0.30 vs 0.31 (1988-89), respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.27 (1985-86) and 0.35 vs. 0.28 (1988-89), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to business and management in both of the state studies.

Finally, the hiring rate of new assistant professors in business and management in the state studies was higher than the hiring rate in ALL MAJOR FIELDS both in 1985-86, 5.2 percent (83/1,602) vs. 3.7 percent (1,932/51,525), respectively; and in 1988-89, 6.1 percent (109/1,794) vs. 4.7 percent (2,573/54,552), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of business and management was reported in 96 of the 259 private institutions. The average salary of the 809 faculty was $33,580. This average salary was approximately 13 percent (1.13) higher than the average salary of $29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the discipline/major field of business and management was reported in 109 of the same 259 private institutions. The average salary of the 994 faculty was $41,397. This average salary was about 18 percent (1.18) higher than the average salary of $35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

The increase in average salaries for all faculty in business and management

after three years in the private institutions studied was 23.3 percent ($41,397 minus $33,580 equals $7,817). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 12.7 percent or 4.2 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 17.9 percent ($35,099 minus $29,765 equals $5,334). In comparison to the discipline/major field of business and management (23.3%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 5.4 percent (23.3% minus 17.9% equals 5.4%) less than faculty in the discipline/major field of business and management.

In the discipline/major field of business and management, the reader may note that the faculty mix percentage at the professor rank is less than at the assistant professor rank in the private studies: 0.25 vs. 0.36 (1985-86), respectively; and 0.21 vs. 0.41 (1988-89), respectively. This is quite different from ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1985-86), respectively; and 0.31 vs. 0.31 (1988-89), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to business and management in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in business and management in the private studies was greater than the hiring rate in ALL MAJOR FIELDS both in 1985-86, 6.3 percent (51/809) vs. 4.5 percent (1,204/27,049), respectively; and in 1988-89, 5.3 percent (53/994) vs. 4.8 percent (1,388/28,627), respectively. In other words the hiring rate in the discipline/major field of business and management exceeds ALL MAJOR FIELDS in both the private studies of 1985-86 and 1988-89.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of business and management and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 through the "trend year" of 1988-89. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 5,199 faculty in the discipline/major field of business and management participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of business and management is currently (1988-89) some 13 and 18 percent above the overall average faculty salary of the other 44 disciplines/major fields for both the state and private studies, respectively. The average faculty salary for business and management in the private institutions was greater in comparison to that in the state institutions in 1985-86. The overall salary average in real dollars in the private institutions is now (1988-89) $202 greater in comparison to that for the state institutions (0.5%).

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in business and management, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. Business and management faculty salaries in both the state and private institutions exceeded faculty in ALL MAJOR FIELDS during this same

period. Although having an average higher than ALL MAJOR FIELDS, business and management faculty in the state institutions have a little catching up to do in salary in comparison to their colleagues in the private institutions.

Third, in the discipline/major field of business and management the assistant professor rank has a greater percentage compared to the full professor rank for both the state and private studies. The full professor rank appears to be increasing at a greater rate in the state institutions compared to the private institutions. It seems a slightly smaller percentage of new assistant professors are being hired in the private institutions in comparison to the state institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in business and management, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Maryon Urquhart is a research analyst in the Office of Equal Opportunity Programs at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF STATE Participating Institutions, page 11
C - LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURAL PRODUCTION

ANTHROPOLOGY

ARCHITECTURE AND ENVIRONMENTAL DESIGN

AREA AND ETHNIC STUDIES

AUDIOLOGY AND SPEECH PATHOLOGY

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER & INFORMATION SCIENCES

CURRICULUM AND INSTRUCTION

DRAMATIC ARTS

EDUCATION

EDUCATION ADMINISTRATION

ENGINEERING

FINE ARTS

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGICAL SCIENCES

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

STUDENT COUNSELING AND PERSONNEL SERVICES

TEACHER EDUCATION, GENERAL PROGRAMS

VISUAL AND PERFORMING ARTS

TOTAL: 45

APPENDIX B

CUPA State (AASCU) Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technological University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Blackhills State College (SD)
Bluefield State College (WV)
California State University at Fullerton (CA)
California State University at Long Beach (CA)
California State University at Stanislaus (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Christopher Newport College (VA)
Citadel, The Military College of S.C., The (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of Univ. of Virginia (VA)
College of Charleston (SC)
College of Staten Island - CUNY, The (NY)
Columbus College (GA)
Concord College (WV)
Dakota State College (SD)
Delta State College (MS)
Dickinson State University (SD)
East Central State University (OK)
East Stroudsburg University (PA)
East Texas State University (TX)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinsboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida A & M University (FL)
Florida Atlantic University (FL)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Georgia Southwestern College (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Keene State University (NH)
Kent State University (OH)
Kutztown University (PA)
Lake Superior State University (MI)
Lander College (SC)
Lewis Clark State College (ID)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport(LA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Morehead State University (KY)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Carolina A & T State University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern State College (SD)

Participating Institutions, continued:

Northwest Missouri State University (MO)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Pan American University (TX)
Peru State College (NB)
Pittsburg State University (KS)
Plymouth State College (NH)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Richard Stockton State College (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southern Illinois University of Carbondale (IL)
Southern Orange State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York at Plattsburgh (NY)
State University of New York College at Brockport (NY)
State University of New York College at Buffaly (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Genesco (NY)
Stephen F. Austin State University (TX)
SUNY College of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & I University (TX)
Texas A & M University at Galveston (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of the District of Columbia, The (DC)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Baltimore (MD)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs(CO)
University of Houston at Clear Lake (TX)
University of Lowell (MA)
University of Maine at Presque Isle (ME)
University of Maryland-Baltimore County, The (MD)
University of Missouri - St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada at Las Vegas (NV)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Science & Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas, The (TX)
University of Texas at San Antonio (TX)
University of Wisconsin - Eau Claire (WI)
University of Wisconsin - La Crosse (WI)
University of Wisconsin - Oshkosh (WI)
University of Wisconsin - Platteville (WI)
University of Wisconsin - Stevens Point (WI)
University of Wisconsin - Stout (WI)
University of Wisconsin - Superior (WI)
University of Wisconsin - Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Weber State College (UT)
West Georgia College (GA)
West Liberty State College (WV)
West Texas State University (TX)
West Virginia College of Graduate Studies (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western New Mexico University (NM)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Western Washington University (WA)
Wichita State University, The (KS)
William Paterson College (NJ)
Winthrop College (SC)
Youngstown State University (OH)

Total: 202

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adelphi University (NY)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American Technological University (TX)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Assumption College (MA)
Augustana College (IL)
Averett College (VA)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barnard College (NY)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Bethany College (WV)
Bethel College (KS)
Bethel College (MN)
Bethune-Cookman College (FL)
Biola University (CA)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryant College (RI)
Bucknall University (PA)
Butler University (IN)
Cabrini College (PA)
Carlow College (PA)
Catholic University of America, The (DC)
Catholic University of Puerto Rico (PR)
Cedar Crest College (PA)
Central College (IA)
Central Wesleyan College (SC)
Christian Brothers College (TN)
Clarkson University (NY)
College of Great Falls (MT)
College Misericordia (PA)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose, The (NY)
College of St. Joseph (VT)
College of St. Scholastica (MN)
College of the Holy Cross (MA)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia College (WI)
Cooper Union for the Advancement of Sci. and Art,The(NY)
Cornell College (IA)
Cornell University (NY)
Covenant College (TN)
Creighton University (NE)
D'Youville College (NY)
Defiance College, The (OH)
DePaul University (IL)
DePauw University (IN)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blavelt (NY)
Drake University (IA)
Drew University (NJ)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elms College (MA)
Emerson College (MA)
Fairfield University (CT)
Fort Wayne Bible College (IN)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
George Fox College (OR)
George Washington University, The (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Grand View College (IA)
Greensboro College (NC)
Hamilton College (NY)
Hamline University (MN)

Participating Institutions, continued:

Hampton University (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Holy Family College (PA)
Houghton College (NY)
Howard University (DC)
Huron College (SD)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
Jarvis Christian College (TX)
John Carroll University ((OH)
John Hopkins University (MD)
Judson College (IL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
LaRoche College (PA)
Lafayette College (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
LeMoyne College (NY)
Lebanon Valley College (PA)
Lenoir-Rhyne College (NC)
Lewis & Clark College (OR)
Limestone College (SC)
Linfield College (OR)
Long Island University (NY)
Loras College (IA)
Loyola College in Maryland (MD)
Lubbock Christian University (TX)
Luther College (IA)
Lyoming College (PA)
Lynchburg College (VA)
Madonna College (MI)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount Manhattan College (NY)
Maryville College (TN)
Marywood College (PA)
McPherson College (KS)
Mercy College of Detroit (MI)
Mercyhurst College (PA)
Meredith College (NC)
Midland Lutheran College (NE)
Millikin University (IL)
Millsaps College (MS)
Missouri Baptist College (MO)
Moravian College (PA)
Mount Mary College (WI)
Mount Mercy College (IA)
Mount St. Mary's College (CA)
Mount Vernon College (DC)
Mount Vernon Nazarene College (OH)
Muskingum College (OH)
Nazareth College (MI)
Neumann College (PA)
New England College (NH)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Ottawa University (KS)
Our Lady of Holy Cross College (LA)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Presbyterian College (SC)
Presbyterian School of Christian Education (VA)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)
Reed College (OR)
Regis College (CO)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Russell-Sage College (NY)
Saint Edward's University (TX)
Saint Joseph College (CT)
Saint Mary College (KS)
Saint Vincent College (PA)
Salem College (NC)
Salem College (WV)
Salve Regina--The Newport College (RI)
Samford University (AL)
Santa Clara University (CA)
School of the Ozarks, The (MO)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill (PA)

Participating Institutions, continued:

Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Southwestern Assemblies of God Colleges (TX)
Spalding University (NY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Texas Lutheran College (TX)
Tiffin University (OH)
Tri-State University (IN)
Trinity College Inc. (VT)
Trinity University (TX)
Tulane University (LA)
University of Dallas, The (TX)
University of Dayton (OH)
University of Detroit (MI)
University of Evansville (IN)
University of LaVerne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of St. Thomas (TX)
University of the South, The (TN)
University of Tampa, (FL)
Ursuline College (OH)
Valparaiso University (IN)
Villa Maria College (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westmar College (IA)
Westminister College of Salt Lake City (UT)
Whitman College (WA)
Wilkes College (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Wittenburg University (OH)

Total: 259

SALARY-TREND STUDY OF FACULTY IN BUSINESS ECONOMICS FOR THE YEARS 1985-86 AND 1988-89

By
Richard D. Howe
and Maryon Urquhart

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1988-89. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 45 selected academic disciplines including business economics. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of business economics in the CIP is as follows:

> An instructional program that describes the principles and methods for organizing a business firm and for combining resources to produce goods and services, taking account of costs, profits and the nature and extent of competition in markets.*
>
> [* Gerald S. Malitz, A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics,[1985], p.45.--06.0501)]

This article presents a summary of the overall average salary increases in the discipline/major field of business economics from the "baseline year" of

1985-86 to and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the baseline year and the trend year. Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the baseline year and the trend year.

This study lists the average salaries of business economics faculty for both STATE and private participating institutions by rank including "new assistant professors," the faculty mix percentage (FAC MIX PCT) and the salary factor. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1985-86 and 1988-89).

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Therefore, the CPI was used to yield a more precise representation of "real" salary increases over time.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees were full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .31 for associate professor of business economics in the 1985-86 state study means that 31 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of 1.09 for assistant professors in the discipline/major field of business economics in the 1985-86 state study means that their salaries are 9 percent higher than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1985-86 or 1988-89). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 45 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of business economics with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1985-86 and the "trend year" of 1988-89 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
STATE, 1985-86:							BUSINESS ECONOMICS											
AVERAGE SALARY:	40141	298	99	33134	283	100	28292	276	89	28588	52	36	22640	53	33	33348	910	115
FAC MIX PCT:	0.33			0.31			0.30			0.06			0.06			1.00		
SALARY FACTOR:	1.05			1.07			1.09			1.14			1.09			1.07		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	38112	17636		31074	15884		25911	14019		25065	1932		20777	3986		31282	51525	202
FAC MIX PCT:	0.34			0.31			0.27			0.04			0.08			1.00		
STATE, 1988-89:							BUSINESS ECONOMICS											
AVERAGE SALARY:	47112	313	94	38676	284	96	33433	257	90	33233	53	36	25140	49	33	39373	903	115
FAC MIX PCT:	0.35			0.31			0.28			0.06			0.05			1.00		
SALARY FACTOR:	1.06			1.06			1.10			1.13			1.07			1.08		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	44577	18904		36431	16110		30416	15286		29332	2573		23527	4252		36562	54552	202
FAC MIX PCT:	0.35			0.30			0.28			0.05			0.08			1.00		
PRIVATE, 1985-86:							BUSINESS ECONOMICS											
AVERAGE SALARY:	40507	128	67	32100	160	86	26884	221	95	26314	36	30	21334	36	31	31248	545	138
FAC MIX PCT:	0.23			0.29			0.41			0.07			0.07			1.00		
SALARY FACTOR:	1.06			1.09			1.11			1.12			1.10			1.05		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	38230	8391		29339	8352		24113	8321		23430	1204		19473	1985		29765	27049	259
FAC MIX PCT:	0.31			0.31			0.31			0.04			0.07			1.00		
PRIVATE, 1989-89:							BUSINESS ECONOMICS											
AVERAGE SALARY:	47555	145	76	37504	207	104	31208	238	106	31193	35	29	26682	37	24	36800	627	152
FAC MIX PCT:	0.23			0.33			0.38			0.06			0.06			1.00		
SALARY FACTOR:	1.06			1.08			1.09			1.11			1.18			1.05		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	44926	8877		34585	8852		28554	8980		28166	1388		22636	1918		35099	28627	259
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1985-86 AND 1988-89

In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of business economics was reported in 115 of the 202 state (AASCU) institutions. The average salary of the 910 faculty was $33,348. This average salary was approximately 7 percent (1.07) higher than the average salary of $31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of business economics was reported in 115 of the same 202 state (AASCU) institutions. The average salary of the 903 faculty was $39,373. This average salary was approximately 8 percent (1.08) higher than the average salary of $36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in business economics after three years in the state institutions studied was 18.1 percent ($39,373 minus $33,348 equals $6,025). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 7.5 percent or an average of 2.5 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 16.9 percent ($36,562 minus $31,282 equals $5,280). In comparison to the discipline/major field of business economics (18.1%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.2 percent (18.1% minus 16.9% equals 1.2%) less than faculty in the discipline/major field of business economics.

The reader may note that the faculty mix percentage in business economics is higher at the professor rank than at the assistant professor rank in both the state studies: 0.33 vs 0.30 (1985-86) and 0.35 vs 0.28 (1988-89),

respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.27 (1985-86) and 0.35 vs. 0.28 (1988-89), respectively. In other words ALL MAJOR FIELDS has a somewhat similar percentage of professors and assistant professors compared to business economics in both of the state studies.

Finally, the hiring rate of new assistant professors in business economics is high in the state studies: 5.7 percent (52/910) in 1985-86 vs. 3.7 percent (1,932/51,525) in ALL MAJOR FIELDS in 1985-86. Also, the hiring rate of new assistant professors in business economics in 1988-89 was 5.9 percent (53/903) vs. 4.7 percent (2,573/54,552) in ALL MAJOR FIELDS that same year. In other words with the hiring rate in the discipline/major field of business economics being higher than that for ALL MAJOR FIELDS in both of the state studies indicates that business economics continues to be a "growing" discipline nationally.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of business economics was reported in 138 of the 259 private institutions. The average salary of the 545 faculty was $31,248. This average salary was approximately 5 percent (1.05) higher than the average salary of $29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the discipline/major field of business economics was reported in 152 of the same 259 private institutions. The average salary of the 627 faculty was $36,800. This average salary was approximately 5 percent (1.05) higher than the average salary of $35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private

study.

The increase in average salaries for all faculty in business economics after three years in the private institutions studied was 17.8 percent ($36,800 minus $31,248 equals $5,552). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 7.2 percent or 2.4 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 17.9 percent ($35,099 minus $29,765 equals $5,334). In comparison to the discipline/major field of business economics (17.8%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by only .1 percent (17.9% minus 17.8% equals .1%) less than faculty in the discipline/major field of business economics.

In the discipline/major field of business economics, the reader may note that the faculty mix percentage at the professor rank is less than at the assistant professor rank in the private studies: 0.23 vs. 0.41 (1985-86), respectively; and 0.23 vs. 0.38 (1988-89), respectively. This is quite different from ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1985-86), respectively; and 0.31 vs. 0.31 (1988-89), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to business economics in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in business economics in the private studies was greater than the hiring rate in ALL MAJOR FIELDS both in 1985-86, 6.6 percent (36/545) vs. 4.5 percent (1,204/27,049), respectively; and in 1988-89, 5.6 percent (35/627) vs. 4.8 percent (1,388/28,627), respectively. In other words the hiring rate in the discipline/major field of business economics exceeds ALL MAJOR FIELDS in both the private studies of 1985-86 and 1988-89.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of business economics and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 through the "trend year" of 1988-89. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 2,985 faculty in the discipline/major field of business economics participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of business economics is currently (1988-89) some 8 and 5 percent above the overall average faculty salary of ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for business economics in the state institutions was greater in comparison to that in the private institutions in 1985-86. The overall salary factor in the state institutions is now (1988-89) 7 percent higher than the overall average in comparison to that for the private institutions: 1.08 vs. 1.05, respectively.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in business economics, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. Business economics faculty salaries in both the state and private institutions exceeded faculty in ALL MAJOR FIELDS during this same

period.

Third, in the discipline/major field of business economics the assistant professor rank has a greater percentage compared to the full professor rank for the private studies and just the opposite is the case for the state studies. The full professor rank appears to be increasing more quickly in the state institutions. It seems that a slightly higher percentage of new assistant professors are being hired in the state institutions in comparison to the private institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in business economics, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Maryon Urquhart is a research analyst in the Office of Equal Opportunity Programs at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF STATE Participating Institutions, page 11
C - LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURAL PRODUCTION

ANTHROPOLOGY

ARCHITECTURE AND ENVIRONMENTAL DESIGN

AREA AND ETHNIC STUDIES

AUDIOLOGY AND SPEECH PATHOLOGY

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER & INFORMATION SCIENCES

CURRICULUM AND INSTRUCTION

DRAMATIC ARTS

EDUCATION

EDUCATION ADMINISTRATION

ENGINEERING

FINE ARTS

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGICAL SCIENCES

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

STUDENT COUNSELING AND PERSONNEL SERVICES

TEACHER EDUCATION, GENERAL PROGRAMS

VISUAL AND PERFORMING ARTS

TOTAL: 45

APPENDIX B

CUPA State (AASCU) Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technological University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Blackhills State College (SD)
Bluefield State College (WV)
California State University at Fullerton (CA)
California State University at Long Beach (CA)
California State University at Stanislaus (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Christopher Newport College (VA)
Citadel, The Military College of S.C., The (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of Univ. of Virginia (VA)
College of Charleston (SC)
College of Staten Island - CUNY, The (NY)
Columbus College (GA)
Concord College (WV)
Dakota State College (SD)
Delta State College (MS)
Dickinson State University (SD)
East Central State University (OK)
East Stroudsburg University (PA)
East Texas State University (TX)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinsboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida A & M University (FL)
Florida Atlantic University (FL)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Georgia Southwestern College (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Keene State University (NH)
Kent State University (OH)
Kutztown University (PA)
Lake Superior State University (MI)
Lander College (SC)
Lewis Clark State College (ID)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport(LA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Morehead State University (KY)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Carolina A & T State University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern State College (SD)

Participating Institutions, continued:

Northwest Missouri State University (MO)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Pan American University (TX)
Peru State College (NB)
Pittsburg State University (KS)
Plymouth State College (NH)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Richard Stockton State College (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southern Illinois University of Carbondale (IL)
Southern Orange State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York at Plattsburgh (NY)
State University of New York College at Brockport (NY)
State University of New York College at Buffaly (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Genesco (NY)
Stephen F. Austin State University (TX)
SUNY College of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & I University (TX)
Texas A & M University at Galveston (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of the District of Columbia, The (DC)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Baltimore (MD)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs(CO)
University of Houston at Clear Lake (TX)
University of Lowell (MA)
University of Maine at Presque Isle (ME)
University of Maryland-Baltimore County, The (MD)
University of Missouri - St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada at Las Vegas (NV)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Science & Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas, The (TX)
University of Texas at San Antonio (TX)
University of Wisconsin - Eau Claire (WI)
University of Wisconsin - La Crosse (WI)
University of Wisconsin - Oshkosh (WI)
University of Wisconsin - Platteville (WI)
University of Wisconsin - Stevens Point (WI)
University of Wisconsin - Stout (WI)
University of Wisconsin - Superior (WI)
University of Wisconsin - Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Weber State College (UT)
West Georgia College (GA)
West Liberty State College (WV)
West Texas State University (TX)
West Virginia College of Graduate Studies (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western New Mexico University (NM)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Western Washington University (WA)
Wichita State University, The (KS)
William Paterson College (NJ)
Winthrop College (SC)
Youngstown State University (OH)

Total: 202

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adelphi University (NY)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American Technological University (TX)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Assumption College (MA)
Augustana College (IL)
Averett College (VA)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barnard College (NY)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Bethany College (WV)
Bethel College (KS)
Bethel College (MN)
Bethune-Cookman College (FL)
Biola University (CA)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryant College (RI)
Bucknall University (PA)
Butler University (IN)
Cabrini College (PA)
Carlow College (PA)
Catholic University of America, The (DC)
Catholic University of Puerto Rico (PR)
Cedar Crest College (PA)
Central College (IA)
Central Wesleyan College (SC)
Christian Brothers College (TN)
Clarkson University (NY)
College of Great Falls (MT)
College Misericordia (PA)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose, The (NY)
College of St. Joseph (VT)
College of St. Scholastica (MN)
College of the Holy Cross (MA)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia College (WI)
Cooper Union for the Advancement of Sci. and Art,The(NY)
Cornell College (IA)
Cornell University (NY)
Covenant College (TN)
Creighton University (NE)
D'Youville College (NY)
Defiance College, The (OH)
DePaul University (IL)
DePauw University (IN)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blaveit (NY)
Drake University (IA)
Drew University (NJ)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elms College (MA)
Emerson College (MA)
Fairfield University (CT)
Fort Wayne Bible College (IN)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
George Fox College (OR)
George Washington University, The (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Grand View College (IA)
Greensboro College (NC)
Hamilton College (NY)
Hamline University (MN)

Participating Institutions, continued:

Hampton University (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Holy Family College (PA)
Houghton College (NY)
Howard University (DC)
Huron College (SD)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
Jarvis Christian College (TX)
John Carroll University ((OH)
John Hopkins University (MD)
Judson College (IL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
LaRoche College (PA)
Lafayette College (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
LeMoyne College (NY)
Lebanon Valley College (PA)
Lenoir-Rhyne College (NC)
Lewis & Clark College (OR)
Limestone College (SC)
Linfield College (OR)
Long Island University (NY)
Loras College (IA)
Loyola College in Maryland (MD)
Lubbock Christian University (TX)
Luther College (IA)
Lyoming College (PA)
Lynchburg College (VA)
Madonna College (MI)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount Manhattan College (NY)
Maryville College (TN)
Marywood College (PA)
McPherson College (KS)
Mercy College of Detroit (MI)
Mercyhurst College (PA)
Meredith College (NC)
Midland Lutheran College (NE)
Millikin University (IL)
Millsaps College (MS)
Missouri Baptist College (MO)
Moravian College (PA)
Mount Mary College (WI)
Mount Mercy College (IA)
Mount St. Mary's College (CA)
Mount Vernon College (DC)
Mount Vernon Nazarene College (OH)
Muskingum College (OH)
Nazareth College (MI)
Neumann College (PA)
New England College (NH)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Ottawa University (KS)
Our Lady of Holy Cross College (LA)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Presbyterian College (SC)
Presbyterian School of Christian Education (VA)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)
Reed College (OR)
Regis College (CO)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Russell-Sage College (NY)
Saint Edward's University (TX)
Saint Joseph College (CT)
Saint Mary College (KS)
Saint Vincent College (PA)
Salem College (NC)
Salem College (WV)
Salve Regina--The Newport College (RI)
Samford University (AL)
Santa Clara University (CA)
School of the Ozarks, The (MO)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill (PA)

Participating Institutions, continued:

Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Southwestern Assemblies of God Colleges (TX)
Spalding University (NY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Texas Lutheran College (TX)
Tiffin University (OH)
Tri-State University (IN)
Trinity College Inc. (VT)
Trinity University (TX)
Tulane University (LA)
University of Dallas, The (TX)
University of Dayton (OH)
University of Detroit (MI)
University of Evansville (IN)
University of LaVerne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of St. Thomas (TX)
University of the South, The (TN)
University of Tampa, (FL)
Ursuline College (OH)
Valparaiso University (IN)
Villa Maria College (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westmar College (IA)
Westminister College of Salt Lake City (UT)
Whitman College (WA)
Wilkes College (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Wittenburg University (OH)

Total: 259

SALARY-TREND STUDY OF FACULTY IN CHEMISTRY FOR THE YEARS 1985-86 AND 1988-89

By
Richard D. Howe
and Maryon Urquhart

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1988-89. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 45 selected academic disciplines including chemistry. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of chemistry in the CIP is as follows:

> A group of instructional programs that describe the micro and macro structure of matter, of the changes matter undergoes, of the energy involved in these changes, and of the models that interpret and the theories and laws that describe these phenomena.*
>
> [*Gerald S. Malitz, A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1985], p. 129.--40.05)]

This article presents a summary of the overall average salary increases in the discipline/major field of chemistry from the "baseline year" of 1985-86 to

and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the baseline year and the trend year. Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the baseline year and the trend year.

In addition to listing the average salaries in chemistry for both state and private participating institutions by rank, including "new assistant professor," and listing the faculty mix percentage (FAC MIX PCT) and the salary factor, comparisons are made between the two studies for each of the two study years (1985-86 and 1988-89) and with the CPI (Consumer Price Index) of changes in cost-of-living.

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy and the CPI yields a more precise representation of "real" salary increases over time.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees were full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .25 for associate professor of chemistry in the 1985-86 state study means that 25 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of .97 for assistant professors in the discipline/major field of chemistry in the 1985-86 state study means that their salaries are 3 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1985-86 or 1988-89). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 45 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of chemistry with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1985-86 and the "trend year" of 1988-89 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
STATE, 1985-86:								CHEMISTRY										
AVERAGE SALARY:	38191	797	157	30731	367	144	25051	294	121	24509	60	45	21114	29	27	33418	1487	174
FAC MIX PCT:	0.54			0.25			0.20			0.04			0.02			1.00		
SALARY FACTOR:	1.00			0.99			0.97			0.98			1.02			1.07		
								ALL MAJOR FIELDS										
AVERAGE SALARY:	38112	17636		31074	15884		25911	14019		25065	1932		20777	3986		31282	51525	202
FAC MIX PCT:	0.34			0.31			0.27			0.04			0.08			1.00		
STATE, 1988-89:								CHEMISTRY										
AVERAGE SALARY:	44704	801	163	35438	362	137	28888	313	130	28311	56	48	22537	36	29	38683	1512	173
FAC MIX PCT:	0.53			0.24			0.21			0.04			0.02			1.00		
SALARY FACTOR:	1.00			0.97			0.95			0.97			0.96			1.06		
								ALL MAJOR FIELDS										
AVERAGE SALARY:	44577	18904		36431	16110		30416	15286		29332	2573		23527	4252		36562	54552	202
FAC MIX PCT:	0.35			0.30			0.28			0.05			0.08			1.00		
PRIVATE, 1985-86:								CHEMISTRY										
AVERAGE SALARY:	38593	551	185	28459	271	148	23562	233	130	23706	39	33	18741	24	23	32360	1079	232
FAC MIX PCT:	0.51			0.25			0.22			0.04			0.02			1.00		
SALARY FACTOR:	1.01			0.97			0.98			1.01			0.96			1.09		
								ALL MAJOR FIELDS										
AVERAGE SALARY:	38230	8391		29339	8352		24113	8321		23430	1204		19473	1985		29765	27049	259
FAC MIX PCT:	0.31			0.31			0.31			0.04			0.07			1.00		
PRIVATE, 1988-89:								CHEMISTRY										
AVERAGE SALARY:	45226	519	182	33207	269	143	27147	259	142	25696	49	44	22568	25	20	37314	1072	230
FAC MIX PCT:	0.48			0.25			0.24			0.05			0.02			1.00		
SALARY FACTOR:	1.01			0.96			0.95			0.91			1.00			1.06		
								ALL MAJOR FIELDS										
AVERAGE SALARY:	44926	8877		34585	8852		28554	8980		28166	1388		22636	1918		35099	28627	259
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1985-86 AND 1988-89

In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of chemistry was reported in 174 of the 202 state (AASCU) institutions. The average salary of the 1,487 faculty was $33,418. This average salary was approximately 7 percent (1.07) higher than the average salary of $31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of chemistry was reported in 173 of the same 202 state (AASCU) institutions. The average salary of the 1,512 faculty was $38,683. This average salary was approximately 6 percent (1.06) higher than the average salary of $36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in chemistry after three years in the state institutions studied was 15.8 percent ($38,683 minus $33,418 equals $5,265). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 5.2 percent or an average of 1.7 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 16.9 percent ($36,562 minus $31,282 equals $5,280). In comparison to the discipline/major field of chemistry (15.8%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.1 percent (16.9% minus 15.8% equals 1.1%) more than faculty in the discipline/major field of chemistry.

Since the discipline/major field of chemistry is one of the "older" disciplines, the reader may note that the faculty mix percentage is higher at the professor rank than at the assistant professor rank in the state studies;

0.54 vs. 0.20 (1985-86) respectively; and 0.53 vs. 0.21 (1988-89) respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies is as follows: 0.34 vs. 0.27 (1985-86) and 0.35 vs. 0.28 (1988-89) respectively. In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors compared to chemistry in both state studies.

Finally, the hiring rate of new assistant professors in chemistry is moderate in the state studies: 4.0 percent (60/1,487) in 1985-86 vs. 3.7 percent (1,932/51,525) in ALL MAJOR FIELDS in 1985-86. Also, the hiring rate of new assistant professors in chemistry in 1988-89 was 3.7 percent (56/1,512) vs. 4.7 percent (2,573/54,552) in ALL MAJOR FIELDS that same year. In other words the hiring rate in the discipline/major field of chemistry is slightly higher than for ALL MAJOR FIELDS in 1985-86 and lower than all ALL MAJOR FIELDS in 1988-89.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of chemistry was reported in 232 of the 259 private institutions. The average salary of the 1,079 faculty was $32,360. This average salary was approximately 9 percent (1.09) higher than the average salary of $29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the discipline/major field of chemistry was reported in 230 of the same 259 private institutions. The average salary of the 1,072 faculty was $37,314. This average salary was approximately 6 percent (1.06) higher than the average salary of $35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private

study.

The increase in average salaries for all faculty in chemistry after three years in the private institutions studied was 15.3 percent ($37,314 minus $32,360 equals $4,954). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 4.7 percent or 1.6 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 17.9 percent ($35,099 minus $29,765 equals $5,334). In comparison to the discipline/major field of chemistry (15.3%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.6 percent (17.9% minus 15.3% equals 2.6%) more than faculty in the discipline/major field of chemistry.

Because the discipline/major field of chemistry is one of the "older" disciplines, the reader may note that the faculty mix percentage is higher at the professor rank than at the assistant professor rank in the private studies: 0.51 vs. 0.22 (1985-86) respectively; and 0.48 vs. 0.24 (1988-89) respectively. This differs from ALL MAJOR FIELDS; FAC MIX PCT are equal for both private studies: 0.31 vs. 0.31 (1985-86); and 0.31 vs. 0.31 (1988-89) respectively. In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors than chemistry in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in chemistry in the 1985-86 private study was lower than the hiring rate in ALL MAJOR FIELDS; 3.6 percent (39/1,079) vs. 4.5 percent (1,204/27,049) respectively; and in the 1988-89 private study, almost equal: 4.6 percent (49/1,072) vs. 4.8 percent (1,388/28,627) respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of chemistry and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 and the "trend year" of 1988-89. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 5,150 faculty in the discipline/major field of chemistry participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of chemistry is currently (1988-89) some 6 percent above the overall average faculty salary of ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for chemistry in the private institutions was 4 percent less than that in the state institutions in 1985-86. The overall salary average in the private institutions is now (1988-89) 4 percent less than that in the state institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in chemistry, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. Chemistry faculty salaries in both the state and private institutions, however, lagged behind faculty in ALL MAJOR FIELDS during this same period.

Third, since the discipline/major field of chemistry is one of the older disciplines, there is a marked difference between the number of faculty with the rank of full professor and assistant professor in the state and in the private institutions. The full professor rank is already "top heavy" in both the state and private institutions. It seems a healthy percentage of new assistant professors are being hired both in the state and private institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in chemistry, and in other disciplines/major fields, on an annual basis.

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B - LIST OF STATE Participating Institutions, page 11
C - LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURAL PRODUCTION

ANTHROPOLOGY

ARCHITECTURE AND ENVIRONMENTAL DESIGN

AREA AND ETHNIC STUDIES

AUDIOLOGY AND SPEECH PATHOLOGY

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER & INFORMATION SCIENCES

CURRICULUM AND INSTRUCTION

DRAMATIC ARTS

EDUCATION

EDUCATION ADMINISTRATION

ENGINEERING

FINE ARTS

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGICAL SCIENCES

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

STUDENT COUNSELING AND PERSONNEL SERVICES

TEACHER EDUCATION, GENERAL PROGRAMS

VISUAL AND PERFORMING ARTS

TOTAL: 45

APPENDIX B

CUPA State (AASCU) Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technological University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Blackhills State College (SD)
Bluefield State College (WV)
California State University at Fullerton (CA)
California State University at Long Beach (CA)
California State University at Stanislaus (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Christopher Newport College (VA)
Citadel, The Military College of S.C., The (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of Univ. of Virginia (VA)
College of Charleston (SC)
College of Staten Island - CUNY, The (NY)
Columbus College (GA)
Concord College (WV)
Dakota State College (SD)
Delta State College (MS)
Dickinson State University (SD)
East Central State University (OK)
East Stroudsburg University (PA)
East Texas State University (TX)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinsboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida A & M University (FL)
Florida Atlantic University (FL)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Georgia Southwestern College (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Keene State University (NH)
Kent State University (OH)
Kutztown University (PA)
Lake Superior State University (MI)
Lander College (SC)
Lewis Clark State College (ID)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport(LA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Morehead State University (KY)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Carolina A & T State University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern State College (SD)

Participating Institutions, continued:

Northwest Missouri State University (MO)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Pan American University (TX)
Peru State College (NB)
Pittsburg State University (KS)
Plymouth State College (NH)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Richard Stockton State College (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southern Illinois University of Carbondale (IL)
Southern Orange State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York at Plattsburgh (NY)
State University of New York College at Brockport (NY)
State University of New York College at Buffaly (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Genesco (NY)
Stephen F. Austin State University (TX)
SUNY College of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & I University (TX)
Texas A & M University at Galveston (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of the District of Columbia, The (DC)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Baltimore (MD)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs(CO)
University of Houston at Clear Lake (TX)
University of Lowell (MA)
University of Maine at Presque Isle (ME)
University of Maryland-Baltimore County, The (MD)
University of Missouri - St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada at Las Vegas (NV)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Science & Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas, The (TX)
University of Texas at San Antonio (TX)
University of Wisconsin - Eau Claire (WI)
University of Wisconsin - La Crosse (WI)
University of Wisconsin - Oshkosh (WI)
University of Wisconsin - Platteville (WI)
University of Wisconsin - Stevens Point (WI)
University of Wisconsin - Stout (WI)
University of Wisconsin - Superior (WI)
University of Wisconsin - Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Weber State College (UT)
West Georgia College (GA)
West Liberty State College (WV)
West Texas State University (TX)
West Virginia College of Graduate Studies (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western New Mexico University (NM)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Western Washington University (WA)
Wichita State University, The (KS)
William Paterson College (NJ)
Winthrop College (SC)
Youngstown State University (OH)

Total: 202

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adelphi University (NY)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American Technological University (TX)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Assumption College (MA)
Augustana College (IL)
Averett College (VA)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barnard College (NY)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Bethany College (WV)
Bethel College (KS)
Bethel College (MN)
Bethune-Cookman College (FL)
Biola University (CA)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryant College (RI)
Bucknall University (PA)
Butler University (IN)
Cabrini College (PA)
Carlow College (PA)
Catholic University of America, The (DC)
Catholic University of Puerto Rico (PR)
Cedar Crest College (PA)
Central College (IA)
Central Wesleyan College (SC)
Christian Brothers College (TN)
Clarkson University (NY)
College of Great Falls (MT)
College Misericordia (PA)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose, The (NY)
College of St. Joseph (VT)
College of St. Scholastica (MN)
College of the Holy Cross (MA)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia College (WI)
Cooper Union for the Advancement of Sci. and Art,The(NY)
Cornell College (IA)
Cornell University (NY)
Covenant College (TN)
Creighton University (NE)
D'Youville College (NY)
Defiance College, The (OH)
DePaul University (IL)
DePauw University (IN)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blavelt (NY)
Drake University (IA)
Drew University (NJ)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elms College (MA)
Emerson College (MA)
Fairfield University (CT)
Fort Wayne Bible College (IN)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
George Fox College (OR)
George Washington University, The (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Grand View College (IA)
Greensboro College (NC)
Hamilton College (NY)
Hamline University (MN)

Participating Institutions, continued:

Hampton University (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Holy Family College (PA)
Houghton College (NY)
Howard University (DC)
Huron College (SD)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
Jarvis Christian College (TX)
John Carroll University ((OH)
John Hopkins University (MD)
Judson College (IL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
LaRoche College (PA)
Lafayette College (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
LeMoyne College (NY)
Lebanon Valley College (PA)
Lenoir-Rhyne College (NC)
Lewis & Clark College (OR)
Limestone College (SC)
Linfield College (OR)
Long Island University (NY)
Loras College (IA)
Loyola College in Maryland (MD)
Lubbock Christian University (TX)
Luther College (IA)
Lyoming College (PA)
Lynchburg College (VA)
Madonna College (MI)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount Manhattan College (NY)
Maryville College (TN)
Marywood College (PA)
McPherson College (KS)
Mercy College of Detroit (MI)
Mercyhurst College (PA)
Meredith College (NC)
Midland Lutheran College (NE)
Millikin University (IL)
Millsaps College (MS)
Missouri Baptist College (MO)
Moravian College (PA)
Mount Mary College (WI)
Mount Mercy College (IA)
Mount St. Mary's College (CA)
Mount Vernon College (DC)
Mount Vernon Nazarene College (OH)
Muskingum College (OH)
Nazareth College (MI)
Neumann College (PA)
New England College (NH)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Ottawa University (KS)
Our Lady of Holy Cross College (LA)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Presbyterian College (SC)
Presbyterian School of Christian Education (VA)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)
Reed College (OR)
Regis College (CO)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Russell-Sage College (NY)
Saint Edward's University (TX)
Saint Joseph College (CT)
Saint Mary College (KS)
Saint Vincent College (PA)
Salem College (NC)
Salem College (WV)
Salve Regina--The Newport College (RI)
Samford University (AL)
Santa Clara University (CA)
School of the Ozarks, The (MO)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill (PA)

Participating Institutions, continued:

Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Southwestern Assemblies of God Colleges (TX)
Spalding University (NY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Texas Lutheran College (TX)
Tiffin University (OH)
Tri-State University (IN)
Trinity College Inc. (VT)
Trinity University (TX)
Tulane University (LA)
University of Dallas, The (TX)
University of Dayton (OH)
University of Detroit (MI)
University of Evansville (IN)
University of LaVerne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of St. Thomas (TX)
University of the South, The (TN)
University of Tampa, (FL)
Ursuline College (OH)
Valparaiso University (IN)
Villa Maria College (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westmar College (IA)
Westminister College of Salt Lake City (UT)
Whitman College (WA)
Wilkes College (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Wittenburg University (OH)

Total: 259

SALARY-TREND STUDY OF FACULTY IN COMMUNICATION TECHNOLOGIES FOR THE YEARS 1985-86 AND 1988-89

By
Richard D. Howe
and Patton Reighard

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1988-89. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 45 selected academic disciplines including communication technologies. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of communication technologies in the CIP is as follows:

> A summary of groups of instructional programs that prepare individuals to support and assist communication professionals and skilled communication workers. Programs stress specialized, practical knowledge related to the mechanical, scientific, or technical aspects of communications. These groups include the technologies of educational media; motion picture; photography; and, radio and television production and broadcasting.*
>
> [Gerald S. Malitz, A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1985] p. 62.--10.)]

This article presents a summary of the overall average salary increases in

the discipline/major field of communication technologies from the "baseline year" of 1985-86 to and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA'S STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the baseline year and the trend year. Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the baseline year and the trend year.

This study lists the average salaries of communication technologies faculty for both private and state participating institutions by rank, including "new assistant professor," FAC MIX PCT (Faculty Mix Percentage) and the salary factor. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1985-86 and 1988-89).

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Therefore, the CPI was used to yield a more precise representation of "real" salary increases over time.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees were full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .28 for associate professor of communication technologies in the 1985-86 state study means that 28 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of 0.98 for assistant professors in the discipline/major field of communication technologies in the 1985-86 state study means that their salaries are 2 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1985-86 or 1988-89). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 45 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of communication technologies with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1985-86 and the "trend year" of 1988-89 will lessen the reliability and validity of any conclusions that one might make

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
STATE, 1985-86:							COMMUNICATION TECHNOLOGIES											
AVERAGE SALARY:	37214	38	14	30406	41	16	25780	45	14	24805	7	5	19310	21	10	29147	145	20
FAC MIX PCT:	0.26			0.28			0.31			0.05			0.14			1.00		
SALARY FACTOR:	0.98			0.98			0.99			0.99			0.93			0.93		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	38112	17636		31074	15884		25911	14019		25065	1932		20777	3986		31282	51525	202
FAC MIX PCT:	0.34			0.31			0.27			0.04			0.08			1.00		
STATE, 1988-89:							COMMUNICATION TECHNOLOGIES											
AVERAGE SALARY:	45149	33	11	34402	42	14	30480	53	12	27800	4	3	26419	23	6	34158	151	16
FAC MIX PCT:	0.22			0.28			0.35			0.03			0.15			1.00		
SALARY FACTOR:	1.01			0.94			1.00			0.95			1.12			0.93		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	44577	18904		36431	16110		30416	15286		29332	2573		23527	4252		36562	54552	202
FAC MIX PCT:	0.35			0.30			0.28			0.05			0.08			1.00		
PRIVATE, 1985-86:							COMMUNICATION TECHNOLOGIES											
AVERAGE SALARY:	33817	9	7	32149	11	6	23654	40	18	24855	10	5	18320	6	6	25971	66	22
FAC MIX PCT:	0.14			0.17			0.61			0.15			0.09			1.00		
SALARY FACTOR:	0.88			1.10			0.98			1.06			0.94			0.87		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	38230	8391		29339	8352		24113	8321		23430	1204		19473	1985		29765	27049	259
FAC MIX PCT:	0.31			0.31			0.31			0.04			0.07			1.00		
PRIVATE, 1988-89:							COMMUNICATION TECHNOLOGIES											
AVERAGE SALARY:	45394	13	6	32106	18	12	27878	52	19	26680	5	4	17058	5	3	30715	88	23
FAC MIX PCT:	0.15			0.20			0.59			0.06			0.06			1.00		
SALARY FACTOR:	1.01			0.93			0.98			0.95			0.75			0.88		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	44926	8877		34585	8852		28554	8980		28166	1388		22636	1918		35099	28627	259
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		

based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1985-86 AND 1988-89

In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of communication technologies was reported in 20 of the 202 state (AASCU) institutions. The average salary of the 145 faculty was $29,147. This average salary was approximately 7 percent (0.93) lower than the average salary of $31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of communication technologies was reported in 16 of the same 202 state (AASCU) institutions. The average salary of the 151 faculty was $34,158. This average salary was about 7 percent (0.93) lower than the average salary of $36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in communication technologies after three years in the state institutions studied was 17.2 percent ($34,158 minus $29,147 equals $5,011). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 6.6 percent or an average of 2.2 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 16.9 percent ($36,562 minus $31,282 equals $5,280). In comparison to the discipline/major field of communication technologies (17.2%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by .3 percent (17.2% minus 16.9% equals .3%) more than faculty in the discipline/major field of communication technologies.

The reader may note that the faculty mix percentage in communication technologies is lower at the professor rank than at the assistant professor rank in both the state studies: 0.26 vs. 0.31 (1985-86) and 0.22 vs. 0.35 (1988-89),

respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.27 (1985-86) and 0.35 vs. 0.28 (1988-89) respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to communication technologies in both of the state studies.

Finally, the hiring rate of new assistant professors in communication technologies was higher in comparison to ALL MAJOR FIELDS in the 1985-86 state study: 4.8 percent (7/145) vs. 3.7 percent (1,932/51,525), respectively. The hiring rate of new assistant professors in communication technologies in 1988-89, however, was less than that of ALL MAJOR FIELDS: 2.6 percent (4/151) vs. 4.7 percent (2,573/54,552) respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of communication technologies was reported in 22 of the 259 private institutions. The average salary of the 66 faculty was $25,971. This average salary was approximately 13 percent (0.87) lower than the average salary of $29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the discipline/major field of communication technologies was reported in 23 of the same 259 private institutions. The average salary of the 88 faculty was $30,715. This average salary was approximately 12 percent (0.88) lower than the average salary of $35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

The increase in average salaries for all faculty in communication technol-

ogies after three years in the private institutions studied was 18.3 percent ($30,715 minus $25,971 equals $4,744). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 7.7 percent or 2.6 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 17.9 percent ($35,099 minus $29,765 equals $5,334). In comparison to the discipline/major field of communication technologies (18.3%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by .4 percent (18.3% minus 17.9% equals .4%) less than faculty in the discipline/major field of communication technologies.

In the discipline/major field of communication technologies, the reader may note that the faculty mix percentage at the professor rank is less than at the assistant professor rank in the private studies: 0.14 vs. 0.61 (1985-86), respectively; and 0.15 vs. 0.59 (1988-89), respectively. This is quite different from ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1985-86), respectively; and 0.31 vs. 0.31 (1988-89), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to communication technologies in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in communication technologies in the private studies was much greater than the hiring rate in ALL MAJOR FIELDS both in 1985-86, 15.2 percent (10/66) vs. 4.5 percent (1,204/27,049), respectively; and in 1988-89, 5.7 percent (5/88) vs. 4.8 percent (1,388/28,627), respectively. In other words the hiring rate in the discipline/major field of communication technologies greatly exceeds that of ALL MAJOR FIELDS in both the private studies.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of communication technologies and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 through the "trend year" of 1988-89. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 450 faculty in the discipline/major field of communication technologies participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of communication technologies is currently (1988-89) some 7 and 12 percent below the overall average faculty salary of ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for communication technologies in the private institutions was approximately 12 percent less in comparison to that in the state institutions in 1985-86. The overall salary average in the private institutions is now (1988-89) 11 percent less in comparison to that for the state institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in communication technologies, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. Communication technologies faculty salaries in the state institutions lagged slightly behind faculty salaries in ALL MAJOR FIELDS during this same period and faculty in the private institutions were barely ahead.

Third, in the discipline/major field of communication technologies the assistant professor rank has a greater percentage compared to full and associate professor ranks for both the state and private studies. The full professor rank appears to be increasing rather slowly in both the state and private institutions. It seems a smaller percentage of new assistant professors in communication technologies are being hired in the state institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in communication technologies, and in other disciplines/major fields, on an annual basis.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF STATE Participating Institutions, page 11
C - LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURAL PRODUCTION

ANTHROPOLOGY

ARCHITECTURE AND ENVIRONMENTAL DESIGN

AREA AND ETHNIC STUDIES

AUDIOLOGY AND SPEECH PATHOLOGY

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER & INFORMATION SCIENCES

CURRICULUM AND INSTRUCTION

DRAMATIC ARTS

EDUCATION

EDUCATION ADMINISTRATION

ENGINEERING

FINE ARTS

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGICAL SCIENCES

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

STUDENT COUNSELING AND PERSONNEL SERVICES

TEACHER EDUCATION, GENERAL PROGRAMS

VISUAL AND PERFORMING ARTS

TOTAL: 45

APPENDIX B

CUPA State (AASCU) Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technological University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Blackhills State College (SD)
Bluefield State College (WV)
California State University at Fullerton (CA)
California State University at Long Beach (CA)
California State University at Stanislaus (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Christopher Newport College (VA)
Citadel, The Military College of S.C., The (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of Univ. of Virginia (VA)
College of Charleston (SC)
College of Staten Island - CUNY, The (NY)
Columbus College (GA)
Concord College (WV)
Dakota State College (SD)
Delta State College (MS)
Dickinson State University (SD)
East Central State University (OK)
East Stroudsburg University (PA)
East Texas State University (TX)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinsboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida A & M University (FL)
Florida Atlantic University (FL)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Georgia Southwestern College (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Keene State University (NH)
Kent State University (OH)
Kutztown University (PA)
Lake Superior State University (MI)
Lander College (SC)
Lewis Clark State College (ID)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport(LA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Morehead State University (KY)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Carolina A & T State University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern State College (SD)

Participating Institutions, continued:

Northwest Missouri State University (MO)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Pan American University (TX)
Peru State College (NB)
Pittsburg State University (KS)
Plymouth State College (NH)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Richard Stockton State College (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southern Illinois University of Carbondale (IL)
Southern Orange State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York at Plattsburgh (NY)
State University of New York College at Brockport (NY)
State University of New York College at Buffaly (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Genesco (NY)
Stephen F. Austin State University (TX)
SUNY College of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & I University (TX)
Texas A & M University at Galveston (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of the District of Columbia, The (DC)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Baltimore (MD)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs(CO)
University of Houston at Clear Lake (TX)
University of Lowell (MA)
University of Maine at Presque Isle (ME)
University of Maryland-Baltimore County, The (MD)
University of Missouri - St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada at Las Vegas (NV)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Science & Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas, The (TX)
University of Texas at San Antonio (TX)
University of Wisconsin - Eau Claire (WI)
University of Wisconsin - La Crosse (WI)
University of Wisconsin - Oshkosh (WI)
University of Wisconsin - Platteville (WI)
University of Wisconsin - Stevens Point (WI)
University of Wisconsin - Stout (WI)
University of Wisconsin - Superior (WI)
University of Wisconsin - Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Weber State College (UT)
West Georgia College (GA)
West Liberty State College (WV)
West Texas State University (TX)
West Virginia College of Graduate Studies (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western New Mexico University (NM)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Western Washington University (WA)
Wichita State University, The (KS)
William Paterson College (NJ)
Winthrop College (SC)
Youngstown State University (OH)

Total: 202

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adelphi University (NY)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American Technological University (TX)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Assumption College (MA)
Augustana College (IL)
Averett College (VA)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barnard College (NY)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Bethany College (WV)
Bethel College (KS)
Bethel College (MN)
Bethune-Cookman College (FL)
Biola University (CA)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryant College (RI)
Bucknall University (PA)
Butler University (IN)
Cabrini College (PA)
Carlow College (PA)
Catholic University of America, The (DC)
Catholic University of Puerto Rico (PR)
Cedar Crest College (PA)
Central College (IA)
Central Wesleyan College (SC)
Christian Brothers College (TN)
Clarkson University (NY)
College of Great Falls (MT)
College Misericordia (PA)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose, The (NY)
College of St. Joseph (VT)
College of St. Scholastica (MN)
College of the Holy Cross (MA)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia College (WI)
Cooper Union for the Advancement of Sci. and Art,The(NY)
Cornell College (IA)
Cornell University (NY)
Covenant College (TN)
Creighton University (NE)
D'Youville College (NY)
Defiance College, The (OH)
DePaul University (IL)
DePauw University (IN)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blavelt (NY)
Drake University (IA)
Drew University (NJ)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elms College (MA)
Emerson College (MA)
Fairfield University (CT)
Fort Wayne Bible College (IN)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
George Fox College (OR)
George Washington University, The (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Grand View College (IA)
Greensboro College (NC)
Hamilton College (NY)
Hamline University (MN)

Participating Institutions, continued:

Hampton University (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Holy Family College (PA)
Houghton College (NY)
Howard University (DC)
Huron College (SD)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
Jarvis Christian College (TX)
John Carroll University ((OH)
John Hopkins University (MD)
Judson College (IL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
LaRoche College (PA)
Lafayette College (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
LeMoyne College (NY)
Lebanon Valley College (PA)
Lenoir-Rhyne College (NC)
Lewis & Clark College (OR)
Limestone College (SC)
Linfield College (OR)
Long Island University (NY)
Loras College (IA)
Loyola College in Maryland (MD)
Lubbock Christian University (TX)
Luther College (IA)
Lyoming College (PA)
Lynchburg College (VA)
Madonna College (MI)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount Manhattan College (NY)
Maryville College (TN)
Marywood College (PA)
McPherson College (KS)
Mercy College of Detroit (MI)
Mercyhurst College (PA)
Meredith College (NC)
Midland Lutheran College (NE)
Millikin University (IL)
Millsaps College (MS)
Missouri Baptist College (MO)
Moravian College (PA)
Mount Mary College (WI)
Mount Mercy College (IA)
Mount St. Mary's College (CA)
Mount Vernon College (DC)
Mount Vernon Nazarene College (OH)
Muskingum College (OH)
Nazareth College (MI)
Neumann College (PA)
New England College (NH)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Ottawa University (KS)
Our Lady of Holy Cross College (LA)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Presbyterian College (SC)
Presbyterian School of Christian Education (VA)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)
Reed College (OR)
Regis College (CO)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Russell-Sage College (NY)
Saint Edward's University (TX)
Saint Joseph College (CT)
Saint Mary College (KS)
Saint Vincent College (PA)
Salem College (NC)
Salem College (WV)
Salve Regina--The Newport College (RI)
Samford University (AL)
Santa Clara University (CA)
School of the Ozarks, The (MO)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill (PA)

Participating Institutions, continued:

Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Southwestern Assemblies of God Colleges (TX)
Spalding University (NY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Texas Lutheran College (TX)
Tiffin University (OH)
Tri-State University (IN)
Trinity College Inc. (VT)
Trinity University (TX)
Tulane University (LA)
University of Dallas, The (TX)
University of Dayton (OH)
University of Detroit (MI)
University of Evansville (IN)
University of LaVerne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of St. Thomas (TX)
University of the South, The (TN)
University of Tampa, (FL)
Ursuline College (OH)
Valparaiso University (IN)
Villa Maria College (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westmar College (IA)
Westminister College of Salt Lake City (UT)
Whitman College (WA)
Wilkes College (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Wittenburg University (OH)

Total: 259

SALARY-TREND STUDY OF FACULTY IN COMMUNICATIONS FOR THE YEARS 1985-86 AND 1988-89

By
Richard D. Howe
and Patton Reighard

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1988-89. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 45 selected academic disciplines including communications. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of communications in the CIP is as follows:

> A summary of groups of instructional programs that describe the creation, transmission, and evaluation of messages.
>
> [*Gerald S. Malitz, A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1985], p. 61.--09.)]

This article presents a summary of the overall average salary increases in the discipline/major field of communications from the "baseline year" of 1985-86 to and including the "trend year" of 1988-89 for both state and private

institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the baseline year and the trend year. Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the baseline year and the trend year.

This study lists the average salaries of communications faculty for both state and private participating institutions by rank, including "new assistant professor," the FAC MIX PCT (faculty mix percentage) and the salary factor. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1985-86 and 1988-89).

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Therefore, the CPI was used to yield a more precise representation of "real" salary increases over time.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees were full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .31 for associate professor of communications in the 1985-86 state study means that 31 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of 0.95 for assistant professors in the discipline/major field of communications in the 1985-86 state study means that their salaries are 5 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1985-86 or 1988-89). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 45 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of communications with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1985-86 and the "trend year" of 1988-89 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
STATE, 1985-86:							COMMUNICATIONS											
AVERAGE SALARY:	37102	277	92	30092	372	118	24626	370	118	23036	59	49	20436	193	74	28487	1212	138
FAC MIX PCT:	0.23			0.31			0.31			0.05			0.16			1.00		
SALARY FACTOR:	0.97			0.97			0.95			0.92			0.98			0.91		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	38112	17636		31074	15884		25911	14019		25065	1932		20777	3986		31282	51525	202
FAC MIX PCT:	0.34			0.31			0.27			0.04			0.08			1.00		
STATE, 1988-89:							COMMUNICATIONS											
AVERAGE SALARY:	43857	319	107	34972	345	116	28447	430	121	27682	84	52	23012	193	71	33200	1287	138
FAC MIX PCT:	0.25			0.27			0.33			0.07			0.15			1.00		
SALARY FACTOR:	0.98			0.96			0.94			0.94			0.98			0.91		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	44577	18904		36431	16110		30416	15286		29332	2573		23527	4252		36562	54552	202
FAC MIX PCT:	0.35			0.30			0.28			0.05			0.08			1.00		
PRIVATE, 1985-86:							COMMUNICATIONS											
AVERAGE SALARY:	35523	138	59	29703	213	76	23195	254	93	22856	49	34	19032	83	48	27180	688	128
FAC MIX PCT:	0.20			0.31			0.37			0.07			0.12			1.00		
SALARY FACTOR:	0.93			1.01			0.96			0.98			0.98			0.91		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	38230	8391		29339	8352		24113	8321		23430	1204		19473	1985		29765	27049	259
FAC MIX PCT:	0.31			0.31			0.31			0.04			0.07			1.00		
PRIVATE, 1988-89:							COMMUNICATIONS											
AVERAGE SALARY:	42685	123	58	35473	228	78	27330	292	108	26924	58	41	22270	81	44	31937	724	142
FAC MIX PCT:	0.17			0.31			0.40			0.08			0.11			1.00		
SALARY FACTOR:	0.95			1.03			0.96			0.96			0.98			0.91		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	44926	8877		34585	8852		28554	8980		28166	1388		22636	1918		35099	28627	259
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1985-86 AND 1988-89

In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of communications was reported in 138 of the 202 state (AASCU) institutions. The average salary of the 1,212 faculty was $28,487. This average salary was approximately 9 percent (0.91) lower than the average salary of $31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of communications was reported in 138 of the same 202 state (AASCU) institutions. The average salary of the 1,287 faculty was $33,200. This average salary was approximately 9 percent (0.91) lower than the average salary of $36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in communications after three years in the state institutions studied was 16.5 percent ($33,200 minus $28,487 equals $4,713). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 5.9 percent or an average of 2.0 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 16.9 percent ($36,562 minus $31,282 equals $5,280). In comparison to the discipline/major field of communications (16.5%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by .4 percent (16.9% minus 16.5% equals .4%) more than faculty in the discipline/major field of communications.

The reader may note that the faculty mix percentage in communications is lower at the professor rank than at the assistant professor rank in both the state studies: 0.23 vs 0.31 (1985-86) and 0.25 vs 0.33 (1988-89), respectively. The differences in faculty mix percentage at the ranks of professor and assis-

tant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.27 (1985-86) and 0.35 vs. 0.28 (1988-89), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to communications in both of the state studies.

Finally, the hiring rate of new assistant professors in communications is high in the state studies: 4.9 percent (59/1,212) in 1985-86 vs. 3.7 percent (1,932/51,525) in ALL MAJOR FIELDS in 1985-86. Also, the hiring rate of new assistant professors in communications in 1988-89 was 6.5 percent (84/1,287) vs. 4.7 percent (2,573/54,552) in ALL MAJOR FIELDS that same year. In other words the hiring rate in the discipline/major field of communications is less than for ALL MAJOR FIELDS in the state study of 1985-86. Conversely, the hiring rate in the discipline/major field of communications is higher than for ALL MAJOR FIELDS in the state study of 1988-89.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of communications was reported in 128 of the 259 private institutions. The average salary of the 688 faculty was $27,180. This average salary was approximately 9 percent (0.91) lower than the average salary of $29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the discipline/major field of communications was reported in 142 of the same 259 private institutions. The average salary of the 724 faculty was $31,937. This average salary was approximately 9 percent (0.91) lower than the average salary of $35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

The increase in average salaries for all faculty in communications after

three years in the private institutions studied was 17.5 percent ($31,937 minus $27,180 equals $4,757). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 6.9 percent or 2.3 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 17.9 percent ($35,099 minus $29,765 equals $5,334). In comparison to the discipline/major field of communications (17.5%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by .4 percent (17.9% minus 17.5% equals .4%) more than faculty in the discipline/major field of communications.

In the discipline/major field of communications, the reader may note that the faculty mix percentage at the professor rank is much less than at the assistant professor rank in the private studies: 0.20 vs. 0.37 (1985-86), respectively; and 0.17 vs. 0.40 (1988-89), respectively. This is quite different from ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1985-86) respectively; and 0.31 vs. 0.31 (1988-89) respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to communications in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in communications in the private studies was greater than the hiring rate in ALL MAJOR FIELDS both in 1985-86, 7.1 percent (49/688) vs. 4.5 percent (1,204/27,049), respectively; and in 1988-89, 8.0 percent (58/724) vs. 4.8 percent (1,388/28,627), respectively. In other words the hiring rate in the discipline/ major field of communications exceeds ALL MAJOR FIELDS in both the private studies of 1985-86 and 1988-89.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of communications and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 through the "trend year" of 1988-89. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 3,911 faculty in the discipline/major field of communications participated and were included in the overall total of 161,753 faculty in all 45 disciplines/ major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of communications is currently (1988-89) approximately 9 percent below the overall average faculty salary of ALL MAJOR FIELDS for both the state and private studies. The average faculty salary for communications in the private institutions was approximately 5 percent less in comparison to that in the state institutions in 1985-86. The overall salary factor in the private institutions is now (1988-89) still the same at approximately 4 percent less in comparison to that for the state institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in communications, in both state and private institutions, received overall salary increases for three years above the cost-of-living. However, communications faculty salaries in both the state and private institutions lagged behind those of ALL MAJOR FIELDS during this same period. Communications faculty in both state and private institutions have some catching up to do in salary in comparison to their colleagues in ALL MAJOR FIELDS.

Third, in the discipline/major field of communications the assistant professor rank has a greater percentage compared to full professor for both the state and private studies. The full professor rank appears to be increasing more rapidly in the state institutions, in comparison to the private institutions. It seems a smaller percentage of new assistant professors in ALL MAJOR FIELDS are being hired in the private institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in communications, and in other disciplines/major fields, on an annual basis.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF STATE Participating Institutions, page 11
C - LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURAL PRODUCTION

ANTHROPOLOGY

ARCHITECTURE AND ENVIRONMENTAL DESIGN

AREA AND ETHNIC STUDIES

AUDIOLOGY AND SPEECH PATHOLOGY

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER & INFORMATION SCIENCES

CURRICULUM AND INSTRUCTION

DRAMATIC ARTS

EDUCATION

EDUCATION ADMINISTRATION

ENGINEERING

FINE ARTS

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGICAL SCIENCES

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

STUDENT COUNSELING AND PERSONNEL SERVICES

TEACHER EDUCATION, GENERAL PROGRAMS

VISUAL AND PERFORMING ARTS

TOTAL: 45

APPENDIX B

CUPA State (AASCU) Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technological University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Blackhills State College (SD)
Bluefield State College (WV)
California State University at Fullerton (CA)
California State University at Long Beach (CA)
California State University at Stanislaus (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Christopher Newport College (VA)
Citadel, The Military College of S.C., The (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of Univ. of Virginia (VA)
College of Charleston (SC)
College of Staten Island - CUNY, The (NY)
Columbus College (GA)
Concord College (WV)
Dakota State College (SD)
Delta State College (MS)
Dickinson State University (SD)
East Central State University (OK)
East Stroudsburg University (PA)
East Texas State University (TX)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinsboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida A & M University (FL)
Florida Atlantic University (FL)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Georgia Southwestern College (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Keene State University (NH)
Kent State University (OH)
Kutztown University (PA)
Lake Superior State University (MI)
Lander College (SC)
Lewis Clark State College (ID)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport(LA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Morehead State University (KY)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Carolina A & T State University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern State College (SD)

Participating Institutions, continued:

Northwest Missouri State University (MO)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Pan American University (TX)
Peru State College (NB)
Pittsburg State University (KS)
Plymouth State College (NH)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Richard Stockton State College (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southern Illinois University of Carbondale (IL)
Southern Orange State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York at Plattsburgh (NY)
State University of New York College at Brockport (NY)
State University of New York College at Buffaly (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Genesco (NY)
Stephen F. Austin State University (TX)
SUNY College of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & I University (TX)
Texas A & M University at Galveston (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of the District of Columbia, The (DC)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Baltimore (MD)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs(CO)
University of Houston at Clear Lake (TX)
University of Lowell (MA)
University of Maine at Presque Isle (ME)
University of Maryland-Baltimore County, The (MD)
University of Missouri - St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada at Las Vegas (NV)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Science & Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas, The (TX)
University of Texas at San Antonio (TX)
University of Wisconsin - Eau Claire (WI)
University of Wisconsin - La Crosse (WI)
University of Wisconsin - Oshkosh (WI)
University of Wisconsin - Platteville (WI)
University of Wisconsin - Stevens Point (WI)
University of Wisconsin - Stout (WI)
University of Wisconsin - Superior (WI)
University of Wisconsin - Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Weber State College (UT)
West Georgia College (GA)
West Liberty State College (WV)
West Texas State University (TX)
West Virginia College of Graduate Studies (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western New Mexico University (NM)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Western Washington University (WA)
Wichita State University, The (KS)
William Paterson College (NJ)
Winthrop College (SC)
Youngstown State University (OH)

Total: 202

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adelphi University (NY)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American Technological University (TX)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Assumption College (MA)
Augustana College (IL)
Averett College (VA)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barnard College (NY)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Bethany College (WV)
Bethel College (KS)
Bethel College (MN)
Bethune-Cookman College (FL)
Biola University (CA)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryant College (RI)
Bucknall University (PA)
Butler University (IN)
Cabrini College (PA)
Carlow College (PA)
Catholic University of America, The (DC)
Catholic University of Puerto Rico (PR)
Cedar Crest College (PA)
Central College (IA)
Central Wesleyan College (SC)
Christian Brothers College (TN)
Clarkson University (NY)
College of Great Falls (MT)
College Misericordia (PA)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose, The (NY)
College of St. Joseph (VT)
College of St. Scholastica (MN)
College of the Holy Cross (MA)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia College (WI)
Cooper Union for the Advancement of Sci. and Art,The(NY)
Cornell College (IA)
Cornell University (NY)
Covenant College (TN)
Creighton University (NE)
D'Youville College (NY)
Defiance College, The (OH)
DePaul University (IL)
DePauw University (IN)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blavelt (NY)
Drake University (IA)
Drew University (NJ)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elms College (MA)
Emerson College (MA)
Fairfield University (CT)
Fort Wayne Bible College (IN)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
George Fox College (OR)
George Washington University, The (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Grand View College (IA)
Greensboro College (NC)
Hamilton College (NY)
Hamline University (MN)

Participating Institutions, continued:

Hampton University (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Holy Family College (PA)
Houghton College (NY)
Howard University (DC)
Huron College (SD)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
Jarvis Christian College (TX)
John Carroll University ((OH)
John Hopkins University (MD)
Judson College (IL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
LaRoche College (PA)
Lafayette College (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
LeMoyne College (NY)
Lebanon Valley College (PA)
Lenoir-Rhyne College (NC)
Lewis & Clark College (OR)
Limestone College (SC)
Linfield College (OR)
Long Island University (NY)
Loras College (IA)
Loyola College in Maryland (MD)
Lubbock Christian University (TX)
Luther College (IA)
Lyoming College (PA)
Lynchburg College (VA)
Madonna College (MI)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount Manhattan College (NY)
Maryville College (TN)
Marywood College (PA)
McPherson College (KS)
Mercy College of Detroit (MI)
Mercyhurst College (PA)
Meredith College (NC)
Midland Lutheran College (NE)
Millikin University (IL)
Millsaps College (MS)
Missouri Baptist College (MO)
Moravian College (PA)
Mount Mary College (WI)
Mount Mercy College (IA)
Mount St. Mary's College (CA)
Mount Vernon College (DC)
Mount Vernon Nazarene College (OH)
Muskingum College (OH)
Nazareth College (MI)
Neumann College (PA)
New England College (NH)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Ottawa University (KS)
Our Lady of Holy Cross College (LA)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Presbyterian College (SC)
Presbyterian School of Christian Education (VA)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)
Reed College (OR)
Regis College (CO)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Russell-Sage College (NY)
Saint Edward's University (TX)
Saint Joseph College (CT)
Saint Mary College (KS)
Saint Vincent College (PA)
Salem College (NC)
Salem College (WV)
Salve Regina--The Newport College (RI)
Samford University (AL)
Santa Clara University (CA)
School of the Ozarks, The (MO)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill (PA)

Participating Institutions, continued:

Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Southwestern Assemblies of God Colleges (TX)
Spalding University (NY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Texas Lutheran College (TX)
Tiffin University (OH)
Tri-State University (IN)
Trinity College Inc. (VT)
Trinity University (TX)
Tulane University (LA)
University of Dallas, The (TX)
University of Dayton (OH)
University of Detroit (MI)
University of Evansville (IN)
University of LaVerne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of St. Thomas (TX)
University of the South, The (TN)
University of Tampa, (FL)
Ursuline College (OH)
Valparaiso University (IN)
Villa Maria College (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westmar College (IA)
Westminister College of Salt Lake City (UT)
Whitman College (WA)
Wilkes College (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Wittenburg University (OH)

Total: 259

SALARY-TREND STUDY OF FACULTY IN COMPUTER AND INFORMATION SCIENCE FOR THE YEARS 1985-86 AND 1988-89

By
Richard D. Howe
and Maryon Urquhart

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1988-89. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 45 selected academic disciplines including computer and information science. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of computer and information science in the CIP is as follows:

> A summary of groups of instructional programs that describe the coding, processing, and storage of data through repetitious and highly complex mathematical operations at high speed, and in accordance with strictly defined systems and procedures.*
>
> [*Gerald S. Malitz, A Classification of Instructional Programs (Washington, DC.: National Center for Education Statistics, [1985], p. 63.--11)]

This article presents a summary of the overall average salary increases in the discipline/major field of computer and information science from the "base-

line year" of 1985-86 to and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the "baseline year" and the "trend year". Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the "baseline year" and the "trend year".

This study lists the average salaries of computer and information science faculty for both state and private participating institutions by rank, including "new assistant professor," the FAC MIX PCT (faculty mix percentage) and the salary factor. In addition, comparisons are made with the CPI (consumer price index) of changes in cost-of-living between the two studies for each of the two study years (1985-86 and 1988-89).

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .30 for associate professor of computer and information science in the 1985-86 state study means that 30 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of 1.14 for assistant professors in the discipline/major field of computer and information science in the 1985-86 state study means that their salaries are 14 percent higher than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1985-86 or 1988-89). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 45 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of computer and information science with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1985-86 and the "trend year" of 1988-89 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
STATE, 1985-86:							COMPUTER AND INFORMATION SCIENCE											
AVERAGE SALARY:	41899	227	96	35086	357	126	29631	416	126	29620	80	53	23236	203	85	32485	1203	146
FAC MIX PCT:	0.19			0.30			0.35			0.07			0.17			1.00		
SALARY FACTOR:	1.10			1.13			1.14			1.18			1.12			1.04		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	38112	17636		31074	15884		25911	14019		25065	1932		20777	3986		31282	51525	202
FAC MIX PCT:	0.34			0.31			0.27			0.04			0.08			1.00		
STATE, 1988-89:							COMPUTER AND INFORMATION SCIENCE											
AVERAGE SALARY:	49077	296	120	41568	400	128	35739	482	145	37230	82	56	25695	199	84	38847	1377	161
FAC MIX PCT:	0.21			0.29			0.35			0.06			0.14			1.00		
SALARY FACTOR:	1.10			1.14			1.18			1.27			1.09			1.06		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	44577	18904		36431	16110		30416	15286		29332	2573		23527	4252		36562	54552	202
FAC MIX PCT:	0.35			0.30			0.28			0.05			0.08			1.00		
PRIVATE, 1985-86:							COMPUTER AND INFORMATION SCIENCE											
AVERAGE SALARY:	41101	87	55	32976	170	81	27781	270	134	27158	49	42	21973	92	65	30216	619	178
FAC MIX PCT:	0.14			0.27			0.44			0.08			0.15			1.00		
SALARY FACTOR:	1.08			1.12			1.15			1.16			1.13			1.02		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	38230	8391		29339	8352		24113	8321		23430	1204		19473	1985		29765	27049	259
FAC MIX PCT:	0.31			0.31			0.31			0.04			0.07			1.00		
PRIVATE, 1988-89:							COMPUTER AND INFORMATION SCIENCE											
AVERAGE SALARY:	49351	115	65	39929	226	97	32254	338	136	33958	43	30	25317	72	50	36517	751	183
FAC MIX PCT:	0.15			0.30			0.45			0.06			0.10			1.00		
SALARY FACTOR:	1.10			1.15			1.13			1.21			1.12			1.04		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	44926	8877		34585	8852		28554	8980		28166	1388		22636	1918		35099	28627	259
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1985-86 AND 1988-89

In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of computer and information science was reported in 146 of the 202 state (AASCU) institutions. The average salary of the 1,203 faculty was $32,485. This average salary was approximately 4 percent (1.04) higher than the average salary of $31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of computer and information science was reported in 161 of the same 202 state (AASCU) institutions. The average salary of the 1,377 faculty was $38,847. This average salary was approximately 6 percent (1.06) higher than the average salary of $36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in the discipline/major field of computer and information science after three years in the state institutions studied was 19.6 percent ($38,847 minus $32,485 equals $6,362). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 9.0 percent or an average of 3 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 16.9 percent ($36,562 minus $31,282 equals $5,280). In comparison to the discipline/major field of computer and information science (19.6%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.7 percent (19.6% minus 16.9% equals 2.7%) less than faculty in the discipline/major field of computer and information science.

The reader may note that the faculty mix percentage in computer and

information science is lower at the professor rank than at the assistant professor rank in both the state studies: 0.19 vs 0.35 (1985-86) and 0.21 vs 0.35 (1988-89), respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.27 (1985-86) and 0.35 vs. 0.28 (1988-89), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to computer and information science in both of the state studies.

Finally, the hiring rate of new assistant professors in computer and information science in the state studies was higher than the hiring rate in ALL MAJOR FIELDS both in 1985-86, 6.7 percent (80/1,203) vs. 3.7 percent (1,932/51,525), respectively; and in 1988-89, 6.0 percent (82/1,377) vs. 4.7 percent (2,573/54,552), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of computer and information science was reported in 178 of the 259 private institutions. The average salary of the 619 faculty was $30,216. This average salary was approximately 2 percent (1.02) higher than the average salary of $29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the discipline/major field of computer and information science was reported in 183 of the same 259 private institutions. The average salary of the 751 faculty was $36,517. This average salary was about 4 percent (1.04) higher than the average salary of $35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private

study.

The increase in average salaries for all faculty in computer and information science after three years in the private institutions studied was 20.9 percent ($36,517 minus $30,216 equals $6,301). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 10.3 percent or 3.4 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 17.9 percent ($35,099 minus $29,765 equals $5,334). In comparison to the discipline/major field of computer and information science (20.9%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 3 percent (20.9% minus 17.9% equals 3.0%) less than faculty in computer and information science.

In the discipline/major field of computer and information science, the reader may note that the faculty mix percentage at the professor rank is less than at the assistant professor rank in the private studies: 0.14 vs. 0.44 (1985-86), respectively; and 0.15 vs. 0.45 (1988-89), respectively. This is quite different from ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1985-86), respectively; and 0.31 vs. 0.31 (1988-89), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to computer and information science in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in computer and information science in the private studies was greater than the hiring rate in ALL MAJOR FIELDS both in 1985-86, 7.9 percent (49/619) vs. 4.5 percent (1,204/27,049), respectively; and in 1988-89, 5.7 percent (43/751) vs. 4.8 percent (1,388/28,627), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of computer and information science and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 through the "trend year" of 1988-89. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 3,950 faculty in the discipline/major field of computer and information science participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of computer and information science is currently (1988-89) some 6 and 4 percent above the overall average faculty salaries of ALL MAJOR FIELDS for both the state and private studies, respectively. The overall average faculty salary for computer and information science in the private institutions was approximately 8 percent lower than in state institutions in the 1985-86 study. The overall salary average in the private institutions is now (1988-89) approximately 6 percent lower in comparison to that for the state institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in computer and information science, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. Computer and information science faculty salaries in both the state and private institutions exceeded faculty in ALL

MAJOR FIELDS during this same period.

Third, in the discipline/major field of computer and information science the assistant professor rank has a greater percentage compared to the full professor rank for both the state and private studies. The full professor rank appears to be increasing at a greater rate in the state institutions compared to the private institutions. It seems a smaller percentage of new assistant professors are being hired in both the state and private institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in computer and information science, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Maryon Urquhart is a research analyst in the Office of Equal Opportunity Programs at Appalachian State University, Boone, North Carolina.

APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
B) LIST OF STATE Participating Institutions, page 11
C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURAL PRODUCTION

ANTHROPOLOGY

ARCHITECTURE AND ENVIRONMENTAL DESIGN

AREA AND ETHNIC STUDIES

AUDIOLOGY AND SPEECH PATHOLOGY

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINES. AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER & INFORMATION SCIENCES

CURRICULUM AND INSTRUCTION

DRAMATIC ARTS

EDUCATION

EDUCATION ADMINISTRATION

ENGINEERING

FINE ARTS

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGICAL SCIENCES

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

STUDENT COUNSELING AND PERSONNEL SERVICES

TEACHER EDUCATION, GENERAL PROGRAMS

VISUAL AND PERFORMING ARTS

TOTAL: 45

APPENDIX B

CUPA State (AASCU) Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technological University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Blackhills State College (SD)
Bluefield State College (WV)
California State University at Fullerton (CA)
California State University at Long Beach (CA)
California State University at Stanislaus (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Christopher Newport College (VA)
Citadel, The Military College of S.C., The (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of Univ. of Virginia (VA)
College of Charleston (SC)
College of Staten Island - CUNY, The (NY)
Columbus College (GA)
Concord College (WV)
Dakota State College (SD)
Delta State College (MS)
Dickinson State University (SD)
East Central State University (OK)
East Stroudsburg University (PA)
East Texas State University (TX)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinsboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida A & M University (FL)
Florida Atlantic University (FL)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Georgia Southwestern College (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Keene State University (NH)
Kent State University (OH)
Kutztown University (PA)
Lake Superior State University (MI)
Lander College (SC)
Lewis Clark State College (ID)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport(LA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Morehead State University (KY)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Carolina A & T State University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern State College (SD)

Participating Institutions, continued:

Northwest Missouri State University (MO)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Pan American University (TX)
Peru State College (NB)
Pittsburg State University (KS)
Plymouth State College (NH)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Richard Stockton State College (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southern Illinois University of Carbondale (IL)
Southern Orange State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York at Plattsburgh (NY)
State University of New York College at Brockport (NY)
State University of New York College at Buffaly (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Genesco (NY)
Stephen F. Austin State University (TX)
SUNY College of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & I University (TX)
Texas A & M University at Galveston (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of the District of Columbia, The (DC)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Baltimore (MD)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs(CO)
University of Houston at Clear Lake (TX)
University of Lowell (MA)
University of Maine at Presque Isle (ME)
University of Maryland-Baltimore County, The (MD)
University of Missouri - St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada at Las Vegas (NV)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Science & Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas, The (TX)
University of Texas at San Antonio (TX)
University of Wisconsin - Eau Claire (WI)
University of Wisconsin - La Crosse (WI)
University of Wisconsin - Oshkosh (WI)
University of Wisconsin - Platteville (WI)
University of Wisconsin - Stevens Point (WI)
University of Wisconsin - Stout (WI)
University of Wisconsin - Superior (WI)
University of Wisconsin - Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Weber State College (UT)
West Georgia College (GA)
West Liberty State College (WV)
West Texas State University (TX)
West Virginia College of Graduate Studies (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western New Mexico University (NM)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Western Washington University (WA)
Wichita State University, The (KS)
William Paterson College (NJ)
Winthrop College (SC)
Youngstown State University (OH)

Total: 202

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adelphi University (NY)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American Technological University (TX)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Assumption College (MA)
Augustana College (IL)
Averett College (VA)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barnard College (NY)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Bethany College (WV)
Bethel College (KS)
Bethel College (MN)
Bethune-Cookman College (FL)
Biola University (CA)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryant College (RI)
Bucknall University (PA)
Butler University (IN)
Cabrini College (PA)
Carlow College (PA)
Catholic University of America, The (DC)
Catholic University of Puerto Rico (PR)
Cedar Crest College (PA)
Central College (IA)
Central Wesleyan College (SC)
Christian Brothers College (TN)
Clarkson University (NY)
College of Great Falls (MT)
College Misericordia (PA)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose, The (NY)
College of St. Joseph (VT)
College of St. Scholastica (MN)
College of the Holy Cross (MA)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia College (WI)
Cooper Union for the Advancement of Sci. and Art,The(NY)
Cornell College (IA)
Cornell University (NY)
Covenant College (TN)
Creighton University (NE)
D'Youville College (NY)
Defiance College, The (OH)
DePaul University (IL)
DePauw University (IN)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blavelt (NY)
Drake University (IA)
Drew University (NJ)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elms College (MA)
Emerson College (MA)
Fairfield University (CT)
Fort Wayne Bible College (IN)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
George Fox College (OR)
George Washington University, The (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Grand View College (IA)
Greensboro College (NC)
Hamilton College (NY)
Hamline University (MN)

Participating Institutions, continued:

Hampton University (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Holy Family College (PA)
Houghton College (NY)
Howard University (DC)
Huron College (SD)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
Jarvis Christian College (TX)
John Carroll University ((OH)
John Hopkins University (MD)
Judson College (IL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
LaRoche College (PA)
Lafayette College (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
LeMoyne College (NY)
Lebanon Valley College (PA)
Lenoir-Rhyne College (NC)
Lewis & Clark College (OR)
Limestone College (SC)
Linfield College (OR)
Long Island University (NY)
Loras College (IA)
Loyola College in Maryland (MD)
Lubbock Christian University (TX)
Luther College (IA)
Lyoming College (PA)
Lynchburg College (VA)
Madonna College (MI)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount Manhattan College (NY)
Maryville College (TN)
Marywood College (PA)
McPherson College (KS)
Mercy College of Detroit (MI)
Mercyhurst College (PA)
Meredith College (NC)
Midland Lutheran College (NE)
Millikin University (IL)
Millsaps College (MS)
Missouri Baptist College (MO)
Moravian College (PA)
Mount Mary College (WI)
Mount Mercy College (IA)
Mount St. Mary's College (CA)
Mount Vernon College (DC)
Mount Vernon Nazarene College (OH)
Muskingum College (OH)
Nazareth College (MI)
Neumann College (PA)
New England College (NH)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Ottawa University (KS)
Our Lady of Holy Cross College (LA)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Presbyterian College (SC)
Presbyterian School of Christian Education (VA)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)
Reed College (OR)
Regis College (CO)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Russell-Sage College (NY)
Saint Edward's University (TX)
Saint Joseph College (CT)
Saint Mary College (KS)
Saint Vincent College (PA)
Salem College (NC)
Salem College (WV)
Salve Regina--The Newport College (RI)
Samford University (AL)
Santa Clara University (CA)
School of the Ozarks, The (MO)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill (PA)

Participating Institutions, continued:

Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Southwestern Assemblies of God Colleges (TX)
Spalding University (NY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Texas Lutheran College (TX)
Tiffin University (OH)
Tri-State University (IN)
Trinity College Inc. (VT)
Trinity University (TX)
Tulane University (LA)
University of Dallas, The (TX)
University of Dayton (OH)
University of Detroit (MI)
University of Evansville (IN)
University of LaVerne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of St. Thomas (TX)
University of the South, The (TN)
University of Tampa, (FL)
Ursuline College (OH)
Valparaiso University (IN)
Villa Maria College (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westmar College (IA)
Westminister College of Salt Lake City (UT)
Whitman College (WA)
Wilkes College (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Wittenburg University (OH)

Total: 259

SALARY-TREND STUDY OF FACULTY IN CURRICULUM AND INSTRUCTION FOR THE YEARS 1985-86 AND 1988-89

By
Richard D. Howe
and Arthur Quickenton

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1988-89. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 45 selected academic disciplines including curriculum and instruction. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of curriculum and instruction in the CIP is as follows:

> An instructional program that describes the theories, methods, and procedures of designing, controlling, developing, and integrating educational activities and programs.*
>
> [*Gerald S. Malitz, A Classification of Instructional Programs (Washington, DC.: National Center for Education Statistics, [1985], p. 66.--13.0301.)]

This article presents a summary of the overall average salary increases in the discipline/major field of curriculum and instruction from the "baseline

year" of 1985-86 to and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the "baseline year" and the "trend year". Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the "baseline year" and the "trend year".

This study lists the average salaries of curriculum and instruction faculty for both state and private participating institutions by rank, including "new assistant professor," the FAC MIX PCT (Faculty Mix Percentage) and the salary factor. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1985-86 and 1988-89).

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .36 for associate professor of curriculum and instruction in the 1985-86 state study means that 36 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of 1.01 for assistant professors in the discipline/major field of curriculum and instruction in the 1985-86 state study means that their salaries are approximately 1 percent higher than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1985-86 or 1988-89). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 45 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of curriculum and instruction with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1985-86 and the "trend year" of 1988-89 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
STATE, 1985-86:							CURRICULUM AND INSTRUCTION											
AVERAGE SALARY:	36715	270	48	30950	249	45	26221	163	42	24678	25	17	21753	19	12	31821	701	51
FAC MIX PCT:	0.39			0.36			0.23			0.04			0.03			1.00		
SALARY FACTOR:	0.96			1.00			1.01			0.98			1.05			1.02		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	38112	17636		31074	15884		25911	14019		25065	1932		20777	3986		31282	51525	202
FAC MIX PCT:	0.34			0.31			0.27			0.04			0.08			1.00		
PUBLIC, 1988-89:							CURRICULUM AND INSTRUCTION											
AVERAGE SALARY:	42420	226	44	36400	197	41	28971	182	41	27082	38	20	25019	46	23	35609	651	48
FAC MIX PCT:	0.35			0.30			0.28			0.06			0.07			1.00		
SALARY FACTOR:	0.95			1.00			0.95			0.92			1.06			0.97		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	44577	18904		36431	16110		30416	15286		29332	2573		23527	4252		36562	54552	202
FAC MIX PCT:	0.35			0.30			0.28			0.05			0.08			1.00		
PRIVATE, 1985-86:							CURRICULUM AND INSTRUCTION											
AVERAGE SALARY:	42782	22	7	33445	42	10	24040	19	7	22510	4	3	20610	4	3	33161	87	13
FAC MIX PCT:	0.25			0.48			0.22			0.05			0.05			1.00		
SALARY FACTOR:	1.12			1.14			1.00			0.96			1.06			1.11		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	38230	8391		29339	8352		24113	8321		23430	1204		19473	1985		29765	27049	259
FAC MIX PCT:	0.31			0.31			0.31			0.04			0.07			1.00		
PRIVATE, 1988-89:							CURRICULUM AND INSTRUCTION											
AVERAGE SALARY:	45753	32	7	36751	44	10	26846	35	8	29700	5	4	23369	6	4	35564	117	11
FAC MIX PCT:	0.27			0.38			0.30			0.04			0.05			1.00		
SALARY FACTOR:	1.02			1.06			0.94			1.05			1.03			1.01		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	44926	8877		34585	8852		28554	8980		28166	1388		22636	1918		35099	28627	259
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1985-86 AND 1988-89

In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of curriculum and instruction was reported in 51 of the 202 state (AASCU) institutions. The average salary of the 701 faculty was $31,821. This average salary was approximately 2 percent (1.02) higher than the average salary of $31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of curriculum and instruction was reported in 48 of the same 202 state (AASCU) institutions. The average salary of the 651 faculty was $35,609. This average salary was 3 percent lower than (.97) the average salary of $36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in the discipline/major field of curriculum and instruction after three years in the state institutions studied was 11.9 percent ($35,609 minus $31,821 equals $3,788). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 1.3 percent or an average of .4 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 16.9 percent ($36,562 minus $31,282 equals $5,280). In comparison to the discipline/major field of curriculum and instruction (11.9%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 5 percent (16.9% minus 11.9% equals 5%) more than faculty in the discipline/major field of curriculum and instruction.

The reader may note that the faculty mix percentage in curriculum and instruction is higher at the professor rank than at the assistant professor

rank in both the state studies: 0.39 vs 0.23 (1985-86) and 0.35 vs 0.28 (1988-89), respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.27 (1985-86) and 0.35 vs. 0.28 (1988-89), respectively. In other words ALL MAJOR FIELDS has a lower percentage of professors in the 1985-86 study. However in the 1988-89 study, ALL MAJOR FIELDS has an equal percentage of professors and assistant professors as curriculum and instruction.

Finally, the hiring rate of new assistant professors in curriculum and instruction in the 1985-86 state study was slightly lower than the hiring rate in ALL MAJOR FIELDS, 3.6 percent (25/701) vs. 3.7 percent (1,932/51,525), respectively. Currently, the hiring rate in curriculum and instruction is higher than the hiring rate in ALL MAJOR FIELDS, 5.8 percent (38/651) vs. 4.7 percent (2,573/54,552), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of curriculum and instruction was reported in 13 of the 259 private institutions. The average salary of the 87 faculty was $33,161. This average salary was approximately 11 percent (1.11) higher than the average salary of $29,765 for all 27,049 faculty in ALL MAJOR FIELDS.

In the PRIVATE 1988-89 salary study in the above table, the discipline/major field of curriculum and instruction was reported in 11 of the same 259 private institutions. The average salary of the 117 faculty was $35,564. This average salary was about 1 percent (1.01) higher than the average salary of $35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

The increase in average salaries for all faculty in curriculum and instruction after three years in the private institutions studied was 7.2 percent ($35,564 minus $33,161 equals $2,403). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is -3.4 percent or 1.1 percent each year less than the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 17.9 percent ($35,099 minus $29,765 equals $5,334). In comparison to the discipline/major field of curriculum and instruction (7.2%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 10.7 percent (17.9% minus 7.2% equals 10.7%) more than faculty in curriculum and instruction.

In the discipline/major field of curriculum and instruction, the reader may note that the faculty mix percentage at the professor rank was higher than at the assistant professor rank in the 1985-86 private study: 0.25 vs. 0.22, respectively; but was lower in the 1988-89 private study: 0.27 vs. 0.30, respectively. The faculty mix percentage at the professor rank was equal to the assistant professor rank for ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1985-86) and 0.31 vs. 0.31 (1988-89), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in curriculum and instruction in the 1985-86 private study was higher than the hiring rate in ALL MAJOR FIELDS, 4.6 percent (4/87) vs. 4.5 percent (1,204/27,049), respectively. Also, in the 1988-89 private study, the hiring rate in curriculum and instruction was less than that for ALL MAJOR FIELDS, 4.3 percent (5/117) vs. 4.8 percent (1,388/28,627), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of curriculum and instruction and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 through the "trend year" of 1988-89. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,556 faculty in the discipline/major field of curriculum and instruction participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of curriculum and instruction is now some 3 percent below 1 percent above the overall average faculty salaries in ALL MAJOR FIELDS in the state and private studies, respectively. The average faculty salary for curriculum and instruction in the private institutions was approximately 4 percent more compared to that in the state institutions in 1985-86. The overall salary factor in the private institutions is now (1988-89) $45 less in comparison to that for the state institutions(0.1%).

Second, the CPI of October 1985, in comparison to the CPI of October 1988, indicates that the faculty in curriculum and instruction, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. Curriculum and instruction faculty salaries in both the state and private institutions lagged behind faculty in ALL MAJOR FIELDS

during this same period. Curriculum and instruction faculty in both the state and private institutions have some catching up to do in salary in comparison to their colleagues in ALL MAJOR FIELDS.

Third, in the discipline/major field of curriculum and instruction the full professor rank has a greater percentage compared to the assistant professor rank for in the state studies. In the private studies the full professor rank was much greater in comparison to the assistant professor rank in the 1985-86 study, however the opposite was true in the 1988-89 study. The assistant professor rank was greater in comparison to full professor rank. The full professor rank appears to be slightly increasing in the private institutions, whereas the full professor rank appears to be slightly decreasing in the state studies. It seems a smaller percentage of new assistant professors are being hired in the private institutions in comparison to the state institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in curriculum and instruction, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Arthur Quickenton is an associate professor of curriculum and instruction, at Appalachian State University, Boone, North Carolina.

APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
B) LIST OF STATE Participating Institutions, page 11
C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURAL PRODUCTION

ANTHROPOLOGY

ARCHITECTURE AND ENVIRONMENTAL DESIGN

AREA AND ETHNIC STUDIES

AUDIOLOGY AND SPEECH PATHOLOGY

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER & INFORMATION SCIENCES

CURRICULUM AND INSTRUCTION

DRAMATIC ARTS

EDUCATION

EDUCATION ADMINISTRATION

ENGINEERING

FINE ARTS

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGICAL SCIENCES

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

STUDENT COUNSELING AND PERSONNEL SERVICES

TEACHER EDUCATION, GENERAL PROGRAMS

VISUAL AND PERFORMING ARTS

TOTAL: 45

APPENDIX B

CUPA State (AASCU) Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technological University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Blackhills State College (SD)
Bluefield State College (WV)
California State University at Fullerton (CA)
California State University at Long Beach (CA)
California State University at Stanislaus (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Christopher Newport College (VA)
Citadel, The Military College of S.C., The (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of Univ. of Virginia (VA)
College of Charleston (SC)
College of Staten Island - CUNY, The (NY)
Columbus College (GA)
Concord College (WV)
Dakota State College (SD)
Delta State College (MS)
Dickinson State University (SD)
East Central State University (OK)
East Stroudsburg University (PA)
East Texas State University (TX)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinsboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida A & M University (FL)
Florida Atlantic University (FL)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Georgia Southwestern College (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Keene State University (NH)
Kent State University (OH)
Kutztown University (PA)
Lake Superior State University (MI)
Lander College (SC)
Lewis Clark State College (ID)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport(LA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Morehead State University (KY)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Carolina A & T State University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern State College (SD)

Participating Institutions, continued:

Northwest Missouri State University (MO)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Pan American University (TX)
Peru State College (NB)
Pittsburg State University (KS)
Plymouth State College (NH)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Richard Stockton State College (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southern Illinois University of Carbondale (IL)
Southern Orange State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York at Plattsburgh (NY)
State University of New York College at Brockport (NY)
State University of New York College at Buffaly (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Genesco (NY)
Stephen F. Austin State University (TX)
SUNY College of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & I University (TX)
Texas A & M University at Galveston (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of the District of Columbia, The (DC)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Baltimore (MD)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs(CO)
University of Houston at Clear Lake (TX)
University of Lowell (MA)
University of Maine at Presque Isle (ME)
University of Maryland-Baltimore County, The (MD)
University of Missouri - St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada at Las Vegas (NV)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Science & Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas, The (TX)
University of Texas at San Antonio (TX)
University of Wisconsin - Eau Claire (WI)
University of Wisconsin - La Crosse (WI)
University of Wisconsin - Oshkosh (WI)
University of Wisconsin - Platteville (WI)
University of Wisconsin - Stevens Point (WI)
University of Wisconsin - Stout (WI)
University of Wisconsin - Superior (WI)
University of Wisconsin - Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Weber State College (UT)
West Georgia College (GA)
West Liberty State College (WV)
West Texas State University (TX)
West Virginia College of Graduate Studies (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western New Mexico University (NM)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Western Washington University (WA)
Wichita State University, The (KS)
William Paterson College (NJ)
Winthrop College (SC)
Youngstown State University (OH)

Total: 202

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adelphi University (NY)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American Technological University (TX)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Assumption College (MA)
Augustana College (IL)
Averett College (VA)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barnard College (NY)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Bethany College (WV)
Bethel College (KS)
Bethel College (MN)
Bethune-Cookman College (FL)
Biola University (CA)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryant College (RI)
Bucknall University (PA)
Butler University (IN)
Cabrini College (PA)
Carlow College (PA)
Catholic University of America, The (DC)
Catholic University of Puerto Rico (PR)
Cedar Crest College (PA)
Central College (IA)
Central Wesleyan College (SC)
Christian Brothers College (TN)
Clarkson University (NY)
College of Great Falls (MT)
College Misericordia (PA)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose, The (NY)
College of St. Joseph (VT)
College of St. Scholastica (MN)
College of the Holy Cross (MA)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia College (WI)
Cooper Union for the Advancement of Sci. and Art,The(NY)
Cornell College (IA)
Cornell University (NY)
Covenant College (TN)
Creighton University (NE)
D'Youville College (NY)
Defiance College, The (OH)
DePaul University (IL)
DePauw University (IN)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blavelt (NY)
Drake University (IA)
Drew University (NJ)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elms College (MA)
Emerson College (MA)
Fairfield University (CT)
Fort Wayne Bible College (IN)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
George Fox College (OR)
George Washington University, The (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Grand View College (IA)
Greensboro College (NC)
Hamilton College (NY)
Hamline University (MN)

Participating Institutions, continued:

Hampton University (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Holy Family College (PA)
Houghton College (NY)
Howard University (DC)
Huron College (SD)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
Jarvis Christian College (TX)
John Carroll University ((OH)
John Hopkins University (MD)
Judson College (IL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
LaRoche College (PA)
Lafayette College (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
LeMoyne College (NY)
Lebanon Valley College (PA)
Lenoir-Rhyne College (NC)
Lewis & Clark College (OR)
Limestone College (SC)
Linfield College (OR)
Long Island University (NY)
Loras College (IA)
Loyola College in Maryland (MD)
Lubbock Christian University (TX)
Luther College (IA)
Lyoming College (PA)
Lynchburg College (VA)
Madonna College (MI)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount Manhattan College (NY)
Maryville College (TN)
Marywood College (PA)
McPherson College (KS)
Mercy College of Detroit (MI)
Mercyhurst College (PA)
Meredith College (NC)
Midland Lutheran College (NE)
Millikin University (IL)
Millsaps College (MS)
Missouri Baptist College (MO)
Moravian College (PA)
Mount Mary College (WI)
Mount Mercy College (IA)
Mount St. Mary's College (CA)
Mount Vernon College (DC)
Mount Vernon Nazarene College (OH)
Muskingum College (OH)
Nazareth College (MI)
Neumann College (PA)
New England College (NH)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Ottawa University (KS)
Our Lady of Holy Cross College (LA)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Presbyterian College (SC)
Presbyterian School of Christian Education (VA)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)
Reed College (OR)
Regis College (CO)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Russell-Sage College (NY)
Saint Edward's University (TX)
Saint Joseph College (CT)
Saint Mary College (KS)
Saint Vincent College (PA)
Salem College (NC)
Salem College (WV)
Salve Regina--The Newport College (RI)
Samford University (AL)
Santa Clara University (CA)
School of the Ozarks, The (MO)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill (PA)

Participating Institutions, continued:

Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Southwestern Assemblies of God Colleges (TX)
Spalding University (NY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Texas Lutheran College (TX)
Tiffin University (OH)
Tri-State University (IN)
Trinity College Inc. (VT)
Trinity University (TX)
Tulane University (LA)
University of Dallas, The (TX)
University of Dayton (OH)
University of Detroit (MI)
University of Evansville (IN)
University of LaVerne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of St. Thomas (TX)
University of the South, The (TN)
University of Tampa, (FL)
Ursuline College (OH)
Valparaiso University (IN)
Villa Maria College (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westmar College (IA)
Westminister College of Salt Lake City (UT)
Whitman College (WA)
Wilkes College (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Wittenburg University (OH)

Total: 259

SALARY-TREND STUDY OF FACULTY IN DRAMATIC ARTS FOR THE YEARS 1985-86 AND 1988-89

By
Richard D. Howe
and Maryon Urquhart

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1988-89. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 45 selected academic disciplines including dramatic arts. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of dramatic arts in the CIP is as follows:

> An instructional program that describes the development, theory, and processes of creating live performances through human expressive modalities.*
>
> *Gerald S. Malitz, A Classification of Instructional Programs (Washington, DC.: National Center for Education Statistics, [1985], p. 158.--50.0501.)]

This article presents a summary of the overall average salary increases in the discipline/major field of dramatic arts from the "baseline year" of 1985-86

to and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the "baseline year" and the "trend year". Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the "baseline year" and the "trend year".

This study lists the average salaries of dramatic arts faculty for both state and private participating institutions by rank, including "new assistant professor," the FAC MIX PCT (Faculty Mix Percentage) and the salary factor. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1985-86 and 1988-89).

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .28 for associate professor of dramatic arts in the 1985-86 state study means that 28 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of 0.90 for assistant professors in the discipline/major field of dramatic arts in the 1985-86 state study means that their salaries are 10 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1985-86 or 1988-89). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 45 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of dramatic arts with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1985-86 and the "trend year" of 1988-89 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
STATE, 1985-86:							DRAMATIC ARTS											
AVERAGE SALARY:	37937	190	88	29343	180	85	23413	221	88	21287	35	26	19554	48	30	29112	639	116
FAC MIX PCT:	0.30			0.28			0.35			0.05			0.08			1.00		
SALARY FACTOR:	1.00			0.94			0.90			0.85			0.94			0.93		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	38112	17636		31074	15884		25911	14019		25065	1932		20777	3986		31282	51525	202
FAC MIX PCT:	0.34			0.31			0.27			0.04			0.08			1.00		
STATE, 1988-89							DRAMATIC ARTS											
AVERAGE SALARY:	43297	209	85	33598	212	87	26945	228	92	25263	50	35	22290	30	23	33849	679	114
FAC MIX PCT:	0.31			0.31			0.34			0.07			0.04			1.00		
SALARY FACTOR:	0.97			0.92			0.89			0.86			0.95			0.93		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	44577	18904		36431	16110		30416	15286		29332	2573		23527	4252		36562	54552	202
FAC MIX PCT:	0.35			0.30			0.28			0.05			0.08			1.00		
PRIVATE, 1985-86:							DRAMATIC ARTS											
AVERAGE SALARY:	36367	87	45	27674	135	77	22661	155	79	20804	34	27	19340	42	32	26789	419	124
FAC MIX PCT:	0.21			0.32			0.37			0.08			0.10			1.00		
SALARY FACTOR:	0.95			0.94			0.94			0.89			0.99			0.90		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	38230	8391		29339	8352		24113	8321		23430	1204		19473	1985		29765	27049	259
FAC MIX PCT:	0.31			0.31			0.31			0.04			0.07			1.00		
PRIVATE, 1988-89:							DRAMATIC ARTS											
AVERAGE SALARY:	40878	93	56	32520	134	70	26184	170	91	23993	17	14	23142	40	30	30975	437	130
FAC MIX PCT:	0.21			0.31			0.39			0.04			0.09			1.00		
SALARY FACTOR:	0.91			0.94			0.92			0.85			1.02			0.88		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	44926	8877		34585	8852		28554	8980		28166	1388		22636	1918		35099	28627	259
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1985-86 AND 1988-89

In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of dramatic arts was reported in 116 of the 202 state (AASCU) institutions. The average salary of the 639 faculty was $29,112. This average salary was approximately 7 percent (0.93) lower than the average salary of $31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of dramatic arts was reported in 114 of the same 202 state (AASCU) institutions. The average salary of the 679 faculty was $33,849. This average salary was approximately 7 percent (0.93) lower than the average salary of $36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in dramatic arts after three years in the state institutions studied was 16.3 percent ($33,849 minus $29,112 equals $4,737). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 5.7 percent or an average of 1.9 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 16.9 percent ($36,562 minus $31,282 equals $5,280). In comparison therefore, the faculty in the discipline/major field of dramatic arts increased their salaries by 0.6% less, than the faculty in ALL MAJOR FIELDS (16.9% minus 16.3% equals 0.6%).

The reader may note that the faculty mix percentage in dramatic arts is lower at the professor rank than at the assistant professor rank in both the state studies: 0.30 vs 0.35 (1985-86) and 0.31 vs 0.34 (1988-89),respectively.

The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows:

0.34 vs. 0.27 (1985-86) and 0.35 vs. 0.28 (1988-89), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to dramatic arts in both of the state studies.

Finally, the hiring rate of new assistant professors in dramatic arts is high in the state studies: 5.5 percent (35/639) in 1985-86 vs. 3.7 percent (1,932/51,525) in ALL MAJOR FIELDS in 1985-86. Also, the hiring rate of new assistant professors in dramatic arts in 1988-89 was 7.4 percent (50/679) vs. 4.7 percent (2,573/54,552) in ALL MAJOR FIELDS that same year. In other words the hiring rate in the discipline/major field of dramatic arts is more than for ALL MAJOR FIELDS in both of the state studies.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of dramatic arts was reported in 124 of the 259 private institutions. The average salary of the 419 faculty was $26,789. This average salary was approximately 10 percent (0.90) lower than the average salary of $29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the discipline/major field of dramatic arts was reported in 130 of the same 259 private institutions. The average salary of the 437 faculty was $30,975. This average salary was approximately 12 percent (0.88) lower than the average salary of $35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

The increase in average salaries for all faculty in dramatic arts after three years in the private institutions studied was 15.6 percent ($30,975 minus $26,789 equals $4,186). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore,

in average faculty salaries over the three-year time period is 5 percent or approximately 1.6 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 17.9 percent ($35,099 minus $29,765 equals $5,334). In comparison to the discipline/major field of dramatic arts (15.6%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.3 percent (17.9% minus 15.6% equals 2.3%) more than faculty in the discipline/major field of dramatic arts.

In the discipline/major field of dramatic arts, the reader may note that the faculty mix percentage at the professor rank is less than at the assistant professor rank in the private studies: 0.21 vs. 0.37 (1985-86), respectively; and 0.21 vs. 0.39,(1988-89), respectively. This is quite different from ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1985-86), respectively; and 0.31 vs. 0.31 (1988-89), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to dramatic arts in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in dramatic arts in the 1985-86 private study was higher than the hiring rate in ALL MAJOR FIELDS, 8.1 percent (34/419) vs. 4.5 percent (1,204/27,049), respectively. However, in the 1988-89 state study the hiring rate of new assistant professors in dramatic arts was less than that in ALL MAJOR FIELDS,3.9 percent (17/437) vs. 4.8 percent (1,388/28,627), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of dramatic arts and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 through the

"trend year" of 1988-89. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 2,174 faculty in the discipline/major field of dramatic arts participated and were included in the overall total of 161,753 faculty in all 45 disciplines/ major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of dramatic arts is currently (1988-89) some 7 and 12 percent below the overall average faculty salary of ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for dramatic arts in the private institutions approximately 9 percent less in comparison to that in the state institutions in 1985-86. The overall faculty salary average in the private institutions is now (1988-89) 9 percent less in comparison to that for the state institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in dramatic arts, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. Dramatic arts faculty salaries in the state institutions lagged slightly behind faculty in ALL MAJOR FIELDS during this same period, but is somewhat ahead in the private institutions.

Third, in the discipline/major field of dramatic arts the assistant professor rank has a greater percentage compared to the full professor rank for both the state and private studies. The full professor rank appears to be increasing at a faster rate in the state institutions, compared to the private institutions. It seems a higher percentage of new assistant professors are being hired

in the state institutions in comparison to the private institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in dramatic arts, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Maryon Urquhart is a research analyst in the Office of Equal Opportunity Programs at Appalachian State University, Boone, North Carolina.

APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
B) LIST OF STATE Participating Institutions, page 11
C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURAL PRODUCTION

ANTHROPOLOGY

ARCHITECTURE AND ENVIRONMENTAL DESIGN

AREA AND ETHNIC STUDIES

AUDIOLOGY AND SPEECH PATHOLOGY

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER & INFORMATION SCIENCES

CURRICULUM AND INSTRUCTION

DRAMATIC ARTS

EDUCATION

EDUCATION ADMINISTRATION

ENGINEERING

FINE ARTS

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGICAL SCIENCES

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

STUDENT COUNSELING AND PERSONNEL SERVICES

TEACHER EDUCATION, GENERAL PROGRAMS

VISUAL AND PERFORMING ARTS

TOTAL: 45

APPENDIX B

CUPA State (AASCU) Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technological University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Blackhills State College (SD)
Bluefield State College (WV)
California State University at Fullerton (CA)
California State University at Long Beach (CA)
California State University at Stanislaus (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Christopher Newport College (VA)
Citadel, The Military College of S.C., The (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of Univ. of Virginia (VA)
College of Charleston (SC)
College of Staten Island - CUNY, The (NY)
Columbus College (GA)
Concord College (WV)
Dakota State College (SD)
Delta State College (MS)
Dickinson State University (SD)
East Central State University (OK)
East Stroudsburg University (PA)
East Texas State University (TX)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinsboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida A & M University (FL)
Florida Atlantic University (FL)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Georgia Southwestern College (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Keene State University (NH)
Kent State University (OH)
Kutztown University (PA)
Lake Superior State University (MI)
Lander College (SC)
Lewis Clark State College (ID)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport(LA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Morehead State University (KY)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Carolina A & T State University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern State College (SD)

Participating Institutions, continued:

Northwest Missouri State University (MO)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Pan American University (TX)
Peru State College (NB)
Pittsburg State University (KS)
Plymouth State College (NH)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Richard Stockton State College (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southern Illinois University of Carbondale (IL)
Southern Orange State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York at Plattsburgh (NY)
State University of New York College at Brockport (NY)
State University of New York College at Buffalo (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Genesco (NY)
Stephen F. Austin State University (TX)
SUNY College of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & I University (TX)
Texas A & M University at Galveston (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Baltimore (MD)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs(CO)
University of the District of Columbia, The (DC)
University of Houston at Clear Lake (TX)
University of Lowell (MA)
University of Maine at Presque Isle (ME)
University of Maryland-Baltimore County, The (MD)
University of Missouri - St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada at Las Vegas (NV)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Science & Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas, The (TX)
University of Texas at San Antonio (TX)
University of Wisconsin - Eau Claire (WI)
University of Wisconsin - La Crosse (WI)
University of Wisconsin - Oshkosh (WI)
University of Wisconsin - Platteville (WI)
University of Wisconsin - Stevens Point (WI)
University of Wisconsin - Stout (WI)
University of Wisconsin - Superior (WI)
University of Wisconsin - Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Weber State College (UT)
West Georgia College (GA)
West Liberty State College (WV)
West Texas State University (TX)
West Virginia College of Graduate Studies (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western New Mexico University (NM)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Western Washington University (WA)
Wichita State University, The (KS)
William Paterson College (NJ)
Winthrop College (SC)
Youngstown State University (OH)

Total: 202

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adelphi University (NY)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American Technological University (TX)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Assumption College (MA)
Augustana College (IL)
Averett College (VA)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barnard College (NY)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Bethany College (WV)
Bethel College (KS)
Bethel College (MN)
Bethune-Cookman College (FL)
Biola University (CA)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryant College (RI)
Bucknall University (PA)
Butler University (IN)
Cabrini College (PA)
Carlow College (PA)
Catholic University of America, The (DC)
Catholic University of Puerto Rico (PR)
Cedar Crest College (PA)
Central College (IA)
Central Wesleyan College (SC)
Christian Brothers College (TN)
Clarkson University (NY)
College Misericordia (PA)
College of Great Falls (MT)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of St. Joseph (VT)
College of Saint Rose, The (NY)
College of St. Scholastica (MN)
College of the Holy Cross (MA)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia College (WI)
Cooper Union for the Advancement of Sci. and Art,The(NY)
Cornell College (IA)
Cornell University (NY)
Covenant College (TN)
Creighton University (NE)
D'Youville College (NY)
Defiance College, The (OH)
DePaul University (IL)
DePauw University (IN)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blavelt (NY)
Drake University (IA)
Drew University (NJ)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elms College (MA)
Emerson College (MA)
Fairfield University (CT)
Fort Wayne Bible College (IN)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
George Fox College (OR)
George Washington University, The (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Grand View College (IA)
Greensboro College (NC)
Hamilton College (NY)
Hamline University (MN)

Participating Institutions, continued:

Hampton University (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Holy Family College (PA)
Houghton College (NY)
Howard University (DC)
Huron College (SD)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
Jarvis Christian College (TX)
John Carroll University ((OH)
Johns Hopkins University (MD)
Judson College (IL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
LaRoche College (PA)
Lafayette College (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Lebanon Valley College (PA)
LeMoyne College (NY)
Lenoir-Rhyne College (NC)
Lewis & Clark College (OR)
Limestone College (SC)
Linfield College (OR)
Long Island University (NY)
Loras College (IA)
Loyola College in Maryland (MD)
Lubbock Christian University (TX)
Luther College (IA)
Lynchburg College (VA)
Lyoming College (PA)
Madonna College (MI)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount Manhattan College (NY)
Maryville College (TN)
Marywood College (PA)
McPherson College (KS)
Mercy College of Detroit (MI)
Mercyhurst College (PA)
Meredith College (NC)
Midland Lutheran College (NE)
Millikin University (IL)
Millsaps College (MS)
Missouri Baptist College (MO)
Morevian College (PA)
Mount Mary College (WI)
Mount Mercy College (IA)
Mount St. Mary's College (CA)
Mount Vernon College (DC)
Mount Vernon Nazarene College (OH)
Muskingum College (OH)
Nazareth College (MI)
Neumann College (PA)
New England College (NH)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Ottawa University (KS)
Our Lady of Holy Cross College (LA)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Presbyterian College (SC)
Presbyterian School of Christian Education (VA)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)
Reed College (OR)
Regis College (CO)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Russell-Sage College (NY)
Saint Edward's University (TX)
Saint Joseph College (CT)
Saint Mary College (KS)
Saint Vincent College (PA)
Salem College (NC)
Salem College (WV)
Salve Regina--The Newport College (RI)
Samford University (AL)
Santa Clara University (CA)
School of the Ozarks, The (MO)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill (PA)

Participating Institutions, continued:

Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Southwestern Assemblies of God Colleges (TX)
Spalding University (NY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Texas Lutheran College (TX)
Tiffin University (OH)
Tri-State University (IN)
Trinity College Inc. (VT)
Trinity University (TX)
Tulane University (LA)
University of Dallas, The (TX)
University of Dayton (OH)
University of Detroit (MI)
University of Evansville (IN)
University of LaVerne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of St. Thomas (TX)
University of the South, The (TN)
University of Tampa, (FL)
Ursuline College (OH)
Valparaiso University (IN)
Villa Maria College (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westmar College (IA)
Westminister College of Salt Lake City (UT)
Whitman College (WA)
Wilkes College (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Wittenburg University (OH)

Total: 259